

**NALGO  
INSURANCES  
mean  
SECURITY**

# PUBLIC SERVICE

**SAVING, PROFIT,  
AND TAX RELIEF**  
... with a  
**LOGOMIA**  
**LIFE ASSURANCE**  
See pages 16 and 17

SEPTEMBER 1961

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

## N.E.C. REJECTS PAY

*In from  
Russia*

### FREEZE

*To press its 'new deal'  
policy in all services*

**N**ALGO refuses to accept the wages "pause" demanded by the Chancellor of the Exchequer. It intends to press forward with the policy agreed by this year's Conference of seeking salaries for all members that will be commensurate with the importance of their work, compare with the salaries paid by a wide range of good employers, provide attractive entry points and career prospects, and reflect the status of the officer in the community.

It expects to begin this autumn tabling claims for new salaries structures to secure these aims in all its services.

It will join with other public service "blackcoat" unions in planning collective resistance against any government interference with collective bargaining or arbitration.

These important decisions were taken unanimously at a special meeting of the emergency committee of seven members of the National Executive Council on August 4.

The emergency committee comprises R. Evans, the President; A. E. Nortrop and Miss M. Townson, chairman and vice-chairman of the N.E.C.; G. R. Ashton, senior vice-President and leader of the local government staff side; N. W. Bingham and A. E. Odell, chairman and vice-chairman of the N.E.C. service conditions

committee; and G. T. Belton, chairman of the local government committee. Lewis Bevan, chairman of the N.E.C. health committee, also attended.

The committee had before it: 1. The statement by the Chancellor of the Exchequer in the House of Commons on July 25 that "there must be a pause [in increases] until productivity has caught up and there is room for further advances.

"A pause must mark the beginning of a new long-term policy. That policy is that increases in incomes must follow and not precede or outstrip increases in national productivity. During the pause, we must work out methods of securing a sensible long-term relationship between increases in incomes of all sorts and increases in productivity."

2. A Treasury report of a meeting on August 1 between the Chancellor and other Ministers and representatives of the associations of local authorities at which the Chancellor asked local authorities to restrain or postpone capital and current expenditure. He urged them to consider how wages and salaries could be kept in line with Government policy.

#### Arbitration bar

3. A letter sent by the Ministry of Health on August 10 to both sides of all the national health service Whitley Councils, explaining Ministry policy during the pause. This was that: Commitments for pay increases entered into would be met: Future claims would be considered on their merits, but any offer of increased pay would generally be for future implementation (with no retrospective) when circumstances permitted: The government would withdraw from arbitration the timing of any award: and These arrangements would apply to improvements in service conditions as well as pay.

#### United front

4. An invitation from the National Union of Teachers to revive the machinery for consultation among public service unions first proposed by NALGO in 1959, and to attend a conference of these unions on August 29. This conference would consider joint action to "defend the sanctity of agreements and to allow negotiations to be conducted freely."

On (1), the committee agreed that NALGO could not accept



Stepping off the plane at London Airport is NALGO's delegation which returned on August 8 from a two-week visit to Russia. They are, left to right, R. Evans, President; G. Drain, deputy general secretary; N. W. Bingham, G. R. Ashton, and A. E. Nortrop. We shall report their visit next month.

Advertiser's announcement

## Health men to see Chancellor

**T**HE STAFF SIDE of the general Whitley council for the health service—representing 70 unions and professional bodies covering all the 500,000 staff of the service—decided at an emergency meeting on August 17 to reject the pause and to seek an immediate meeting with the Chancellor of the Exchequer to discuss the situation.

#### "Pay below standard"

Announcing this at a press conference after the meeting, Ben Smith, NALGO's health service organiser, who is chairman of the council, said:

"It was agreed that the health service cannot accept the pause now because pay in all sections of the service is below standard. That is admitted by the management sides.

"The service is losing staff rapidly and is failing to get recruits. The shortage of nurses is so serious that some hospitals have had to close. There is a 17½ per cent shortage of radiographers and other specialised groups are in similar plight.

#### Nurses' claim tabled

"A major claim has just been submitted to raise the nurses' maximum—after three years' training and five years' work—from £650

to £850. We are preparing claims for other groups to raise salaries to a level that will arrest the exodus from the service and bring in more recruits.

"If the Chancellor's policy were maintained, it would gravely damage the service as well as be unfair to the staff; many of whom are grossly underpaid in comparison with other workers. That is why we must insist on our claims.

"The Chancellor says that the nation must step up productivity. When we see him, we shall tell him that the health of the working population is essential to productivity.

#### "In national interest"

"The health service is the key to a healthy population. If the nation is to work harder, the service must get the sick back to work quickly. But it cannot do that without an adequate staff.

"Therefore, our decision is as much in the national interest as it is in the interest of the staff.

"We are not talking of strikes, overtime bans, or anything like that," Mr. Smith added. "We are dealing with the sick and shall do nothing that will hurt them."

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the situation created by the Government's policy.

NALGO's policy, agreed at Conference, was based on the imperative need to improve recruitment and stop the present drain of good officers from the public services. Since all those services were basic to national productivity, which must be damaged if they became inefficient, the government's wish to increase productivity made this policy more essential.

Moreover, the salaries of NALGO members had nowhere "outstripped" increases in national productivity — most lagged a long way behind—and the Chancellor's arguments could not apply to them.

#### Chancellor warned

On (2), it was stressed that the local authority associations had themselves pointed out to the Chancellor the present difficulty of recruiting and holding staffs and had urged the need for parity in salaries between local government and outside employment.

On (3), the committee was told that the position in the health service was to be considered at a special meeting of the general Whitley Council for the service on August 17.

[This is reported on this page.] On (4) the committee strongly condemned the government's proposal to interfere with arbitration.

They involved, it considered, (Continued on back page, col. 1)

## Win Friends, Popularity With Little Tricks of Everyday Talk

A WELL-KNOWN publisher reports there is a simple technique of everyday conversation which can pay you real dividends in both social and professional advancement and works like magic to give you added poise, self-confidence and greater popularity. The details of this method are described in a fascinating booklet "Adventures in Conversation" sent free on request.

According to this publisher, many people do not realise how much they could influence others simply by what they say and how they say it.

Those who realise this, radiate enthusiasm, hold the attention of their listeners with bright, sparkling conversation that attracts friends and opportunities wherever they go. Whether in business, at social functions, or even in casual conversations with new

acquaintances, there are ways in which you can make a good impression every time you talk.

You know, through your own observation that good talkers always win attention. They command respect! They quickly become not only popular, but often more entertaining—all of which directly helps them to bring more happiness to others while winning for themselves the good things of life.

To acquaint more readers of Public Service with the easy-to-follow rules for developing skill in everyday conversation, the publishers have printed full details of their interesting self-training method in a 24-page booklet which will be sent free to anyone who requests it. The address is: Conversation Studies (Dept. PU/CS2) Marple, Cheshire. Enclose 3d. stamp for postage.



# NEGOTIATE NATIONALLY?

by JOHN LANCASTER, national organiser

NEGOTIATING machinery, superannuation, and recruitment were the three main items discussed by the water committee on July 21.

Should there be national

## Water

negotiating machinery for all water staffs? The membership is divided. Water company staffs have different ideas from water board staffs. And the views of both may differ from those of local government water staffs.

The water committee considered holding a further referendum, after circulating an explanatory note on Whitleyism to all water members. But in the

light of further information and after a long discussion, it decided to defer this step so that members of the committee can first discuss it with their district sub-committees.

## Pension transfers

At the instigation of NALGO, talks are to be held between the Association, the British Waterworks Association, and the Water Companies Association on transfer and admission rights to superannuation schemes.

A concerted drive to recruit members, particularly among company staff, is one of the committee's big jobs for the next 12 months. Districts are asked to take every opportunity to make new members, especially during amalgamations of water undertakings, and N.E.C. members are to be asked to give all the help they can. The committee is to consider holding its meetings in districts, when this might help recruitment.

H. R. L. Strawbridge (East-ern) was re-elected chairman of the committee, and J. Wilson (North-Eastern) was elected vice-chairman.

## My Bank?



... the Midland. It has been for some time. For the Midland really does study the needs of its customers. She is a great believer in the Midland and is quick to tell others just how helpful the Bank can be. It's a belief that has been repeatedly confirmed through the years. Not only by her own experience, but by the many new services she has watched the Midland introduce, such as Gift Cheques, Personal Loans and the Personal Cheque Service which is exclusive to the Midland. For her these things provide solid, practical evidence of the Midland Bank's efforts to give the right kind of service. Realistic understanding service which is available for you at your local branch.



# Midland Bank

THE GO-AHEAD BANK FOR GO-AHEAD PEOPLE

## Scotland

# More pay for children's home matrons

by JOHN ROBSON, district organisation officer

NEW salary scales for matrons and depute matrons of children's homes, and for housemothers and assistant housemothers, were agreed by the Scottish Joint Industrial Council in July, with effect from December 1, 1960. They are:

**Matrons and depute matrons**  
Those required to hold a recognised nursing qualification (R.G.N., R.S.C.N., S.R.F.N., or C.N.N.) will be paid the appropriate scales fixed by the Nurses and Midwives Whitley Council for the Health Service. At present, these are:

Places	Scale	Deduction*
Matron 15-49	£56-£114	20%
50-84	£88-£145	20%
Depute matron 15-49	£78-£138	19%
50-84	£104-£161	19%

Those not required to hold a recognised nursing qualification will be paid on the following scales:

Places	Scale	Deduction*
Matron 15-25	£60-£70	18%
26-40	£70-£75	18%
Over 40	£60-£70	19%
Depute matron 15-25	£51-£61	17%
26-40	£55-£65	17%
Over 40	£58-£68	18%

**Housemothers and assistant housemothers**

	Scale	Deduction*
Housemother	£55-£55	15%
Assistant housemother	£48-£48	14%

\* The deduction is for board, etc.

Matrons, etc., in post enter the new scale at their present salary, or, if more favourable, at the point on the new scale the same number of incremental points above the minimum which the matron has received on her present scale, provided that, if her present salary is higher than the incre-

mental point to which she is entitled on the new scale, she shall mark time on her present salary until she is, by length of service, due for an increment on the new scale.

"Present salary" means the salary at December 1, 1960, or at date of appointment if later than that.

The new scales are fixed subject to the following provisions:

(a) that a person designated as "matron" should only be appointed to a home with 15 or more places. The person in charge of a home with less than 15 places should be designated "housemother";

(b) that a non-qualified matron, depute matron, housemother, or assistant housemother who possesses the Certificate in the Residential Care of Children awarded by the Scottish Advisory Council or the English Central Training Council, should receive an additional payment of £30 a year;

(c) that the salary scales for joint appointments (husband and wife) should be dealt with locally, as the duties in such cases vary so considerably as to make it impracticable to fix scales on a uniform national basis.

## OLD PEOPLE'S HOMES

The Council still has under consideration revised salary scales for matrons, etc., of old people's homes.

## Transport inspectors' increase

A minimum rise of 22s. a week for transport inspectors in Scottish local authority undertakings is the result of a decision of the transport staffs committee of the Scottish Joint Industrial Council on July 25.

The committee decided that, as from the beginning of the first full pay period commencing on or after June 6, 1961, the pay of these inspectors should be £13 10s. a week.

The committee also recommended that, from the beginning of the first full pay period commencing on or after July 25, 1961, the night duty allowance to inspectors and foremen should be raised from 5s. to 8s. for each night worked.

## Higher overtime ceiling

Apart from other items reported on this page, the July meeting of the Scottish Joint Industrial Council considered the following:

**Overtime ceiling.** The maximum salary to which payment, or compensatory leave, for overtime may be granted has been raised to £925 a year.

**Library staffs:** An application for similar scales to those applying in England and Wales has been deferred for further consideration.

**Subsistence allowances.** The council refused to make specific provision for subsistence allowances. It considered that the present arrangement for reimbursement of "actual expenses reasonably incurred" was adequate.

**Professional salary scales.** The council refused to increase the commencing salary point of the professional assistant's scale.

## Scottish busmen's rises

Salary increases of from 5s. 6d. to 25s. a week have been agreed for the staffs of the Scottish Group of Omnibus Companies. The new weekly rates took effect from July 24, and are:

### Clerical staff (male)

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

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20	£4.0	£4.6	5.6
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23	£4.0	£4.6	5.6
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15	£4.0	£4.6	5.6
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19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Higher clerical grades (male)

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Clerical staff (female)

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Shorthand-typists and computer operators

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Booking and enquiry office staffs

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Cash clerks

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Higher clerical grades (female)

Age	Old	New	Rise
15	£4.0	£4.6	5.6
16	£4.0	£4.6	5.6
17	£4.0	£4.6	5.6
18	£4.0	£4.6	5.6
19	£4.0	£4.6	5.6
20	£4.0	£4.6	5.6
21	£4.0	£4.6	5.6
22	£4.0	£4.6	5.6
23	£4.0	£4.6	5.6
24	£4.0	£4.6	5.6
and over	£4.0	£4.6	5.6

### Inspectorate and supervisory posts

Grade	Rise
Ticket and driving inspector	20s.
Stance inspector (A and B)	20s.
Female inspector	15s.
District traffic inspector	25s.
Chief inspector	25s.
Engineering supervisory staff	25s.



# NON-HOSPITAL OFFICERS

## 4% for designated grades

by BEN SMITH, national organiser

THE 4 per cent salary increases for non-hospital designated grades, announced last month, apply to designated officers of executive councils, dental estimates boards, joint pricing committees, and the drug accounts committee (Scotland).

They take effect from April 1, 1961.

Full details will be given in the Whitley Council circular, which will be issued in due course. Some examples of the new scales are as follows:

*Clerks of executive councils:* Population of more than three million—£2,288-£2,808; population of 50,000-75,000—£1,259-£1,508.

*Finance officers of executive councils:* Population of two to three million—£1,248-£1,560.

*Heads of divisions in the English dental estimates boards:* £1,300-£1,560.

*Superintendents of pricing bureaux in joint pricing committee for England:* £1,233-£1,482.

*Superintendent of drug accounts committee (Scotland):* £1,233-£1,482.

## Agreement on paid overtime

The A. and C. Whitley Council has agreed that in future all overtime in any week should be aggregated and paid for. Overtime of less than half-an-hour on any one day will not be counted.

Executive officers (I and II) and general administrative grades who have to work overtime will be given time off in lieu. This will be arranged to suit both the officer and his employing authority.

## INCREMENTS FOR TYPISTS

Additions to the A. and C. Whitley Council's list of approved certificates in shorthand and typing can now be dealt with by its joint secretaries, without reference to the full council. Such certificates entitle their holders to accelerated increments.

The Whitley Council was unable to agree, however, to a staff side proposal that employing authorities should have discretion to award increments based on proficiency certificates which they themselves judged to be of the standard approved by the Whitley Council.

## CHAPLAINS' PAY

A new salary scale for hospital chaplains has now been agreed. It will date from April 1, 1961, and is as follows:

Old		New	
1st year	£1025	1st year	£1025
2nd year	£1025	2nd year	£1065
3rd year	£1025	3rd year	£1105
4th year	£1025	4th year	£1145
5th year	£1025	5th and subsequent years	£1185
6th and subsequent years	£1075		

The present arrangements for the provision of a house or house allowance of £150 (provinces) or £200 (London) will continue.

## Health

## New scales proposed for laboratory technicians

Broad agreement has now been reached on the question of a proper relationship between medical laboratory technicians and certain scientific civil service grades. It is based on the investigations which have now been undertaken by both sides of the appropriate committee of P. and T. "B" Council.

The matter was discussed at a meeting with the management side on July 26.

## Enough to work on

Precise analogues could not be found for all grades; but sufficient points of reference were agreed to enable the staff side to formulate proposals for new salary scales for medical laboratory technicians.

These proposals are as follows:

Age		Student		Age	
£		£		£	
16	335	19	395	22	470
17	355	20	410	23	500
18	375	21	440	24	530
				25	560

Technician: £675 x £15(9)—£980  
Senior II: same relation to new Senior II scale as at present.  
Chief I: £1,250 x £5(5)—£1,500  
Chief II: £1,450 x £5(5)—£1,700

These proposals will be discussed by the committee on September 12.

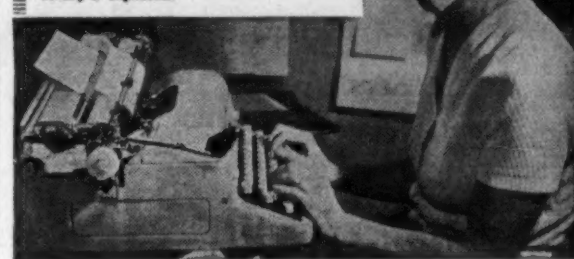
## CLAIMS FOR TWO P. & T. 'B' GROUPS

A pay claim on behalf of medical photographers has been submitted by the appropriate committee of Professional and Technical "B" Whitley Council. It is based on an award by the civil service arbitration tribunal to photographers in the civil service.

The appropriate staff side is also submitting a claim for the revaluation of the salaries of building supervisors.

## Top secretary...

... In Britain is 35-year-old Mrs. Alice Billingsley, member of the Solihull branch, and secretary to the borough treasurer. She gained her title by topping the list of 154 who took the London Chamber of Commerce's annual examination for a private secretary's diploma.



## Extra leave for ten years' service

## Gas

by G. W. PHILLIPS, national organiser

GAS STAFFS are to get additional leave for long service.

This was agreed by the National Joint Council on July 26. The new arrangement entitles staff in clerical, special, and miscellaneous grades, and on A.P.T. grades 2 to 9 inclusive, to an extra three days' holiday a year after they have completed not less than ten years' service on June 1 in any year.

Staff in A.P.T. grades 10 to 12 will get four weeks' annual holiday after ten years' service.

The agreement was made operative from June 1, 1961. The staff holiday agreement will be appropriately amended in due course.

At the same meeting, the staff side drew attention to a minute of an area joint council, recording that the area staff side had asked that no new posts involving more than 38 hours' work a week should be advertised without consulting the staff side beforehand. The area staff side had also challenged the board's attitude that it reserved the right to create new posts involving more than 38 hours a week.

The national staff side maintained that the hours of work agreement was quite clear on this point, giving authority to continue existing practices only in the case of individual staffs who were conditioned to a working week which was longer than 38 hours.

The staff side, however, could not quote any precise examples where area boards were breaking this agreement; and the employers' side, having listened to its remarks, said it did not consider that any action was needed.

## INTERMEDIATE GRADES MACHINE IS ON WAY OUT

On June 16, the South Western area joint council decided to wind up the intermediate grades machinery by transferring all intermediate grade employees to either staff or manual status.

The intermediate grades machinery in the Eastern area was wound up on April 1, by transferring a number of employees to the staff agreement.

As already reported, a proposal to end the intermediate grades machinery nationally is now being examined by the Gas Council.

# More opportunities for you to find a better job

Now you can really go after advancement! Already the only newspaper specialising in Local Government Appointments, the Daily Mail will give extra coverage to opportunities throughout the country. From September 13th, special classified features will appear *twice* a month — every second and fourth Wednesday. Make the Daily Mail Classified Columns your own guide to a more successful career.



*for opportunity day after day*



# NEW TRAINING SCHEME IS MAJOR ADVANCE

## Pension scheme improvements

### Electricity

by L. G. MOSER, national organiser

A NEW SCHEME approved in July should go a long way to remove what has long been a serious blot on the electricity supply industry's otherwise proud record in the field of education and training — the absence of comprehensive facilities for its junior clerical employees.

The scheme has been evolved by a sub-committee of the National Joint Advisory Council's education and training committee, and approved by its general purposes committee. Provided electricity boards carry out its intentions, and—no less important—employees co-operate fully in it, the scheme may well prove the most important and far-reaching achievement of the N.J.C.

It provides for general training, both on the job and at courses, for new entrants and, in suitable cases, for existing employees; and for advanced training, again both on the job and at courses, for selected employees who have received general training and others who have the experience and ability to make further progress.

Unlike apprentices in the manual and technical fields, those undergoing either form of training will not constitute a separate cadre of trainees, but will be employed in the normal sense of the word, carrying out work appropriate to their capacities. They will receive the rate of pay appropriate to their age and grade as laid down by the National Joint Council.

### Flexibility needed

The attention of boards is drawn, however, to the need for establishments to be flexible enough to allow for the needs of training as well as for normal operational requirements.

General training, the scheme

provides, should be available to all junior clerical recruits. Normally, these should fulfil the educational requirements of the N.J.C., although it is recognised that some recruits have not reached those standards.

Existing members of the staff should also be available for selection, on terms not less favourable than those for new entrants, although it is recognised that there is a limit to how many can be released for training—and that not all present employees will want to be selected.

### Variety in training

General training will be provided through working under supervision in a number of departments with diverse activities, or in different sections of the same department, supplemented by specialised courses on particular aspects of clerical work. It will normally be at the place where the clerk is recruited, and should be preceded by an induction course for new entrants to the industry.

Employees under training should be employed in at least three departments or sections over a total period of, say, three years. Their employment should be planned to give them experience in general services; the preparation and maintenance of records of various kinds; abstracting, collating, and presenting information; the preparation and maintenance of forms and returns; and the analysis of data for comparison and query. They should be required to submit regular written reports on a quarterly basis to the officer supervising their training.

### Courses, too

During the training period, courses should be organised from time to time, and attended by all trainees to whose work they are relevant. Subjects which might be covered in this way include clerical procedures common to all departments; filing systems; stores issuing and accounting procedures; the use of photocopying and tape-writing equipment; the maintenance of engineering records; and methods of handling consumers' inquiries. At the end of each phase of the training period, the employee should be interviewed by his training supervisor.

### More advanced

Advanced training will be available to employees selected for it from those who have completed general training, from recruits of a more mature age, and from employees with longer service whose experience will justify their consideration without undergoing general training. Selection will be by interview, and will depend on evidence of ability (as shown by their work and educational achievements) to profit from such training, possession of the qualifications needed for their chosen course, and the requirements of the board for clerks to fill graded vacancies.

Advanced training will provide opportunity for experience in a wider range of departments with work at different organisational levels: district, sub-area and area board HQ; and power station and divisional and regional HQ of the Generating Board.

This advanced training, which would normally extend over two years, should be carefully planned. It would justify the production of individual training timetables, so that account is taken of experience already gained.

Clerks receiving advanced training should also be selected

### 'Miss She'



"Another Greenwich unfortunate" was how her branch secretary described 18-year-old Hazel Partner—because our "birthday charmers" contest ended before she could send us her picture. Just to show us what we'd missed, Hazel, who is a Greenwich library assistant, won a "Miss She" contest at Butlin's Bognor holiday camp.

to attend suitable specialist courses organised within the board. These would cover such subjects as wayleaves, stores systems, statutory requirements affecting the industry, accountability systems, and the use of technical returns.

Clerks in training will be expected to follow suitable educational courses, and would qualify for day-release—which, it is thought, should be more generously granted than by many boards at present—and other benefits laid down in the educational incentive scheme.

### Less than G.C.E. . . .

The normal qualification to be aimed at should be four passes at "Ordinary" level (if they have not already been obtained) followed by an Ordinary National Certificate in Business Studies. Where G.C.E. is not considered attainable by a particular clerk in training—for example, because he is of mature years and has lost the habit of study—some less exacting qualification might be aimed at, such as a Royal Society of Arts certificate in a group of subjects.

### . . . or more

There will be those who are capable of progressing beyond the G.C.E. at "O" level or the O.N.C. in Business Studies. They might embark on a Higher National Certificate in Business Studies or an "Advanced" level course in G.C.E., in subjects which are appropriate to a career in industry, such as accounting, law, and economics. There will be some who have completed a basic educational course and will wish to try for a professional qualification. Every encouragement should be given to them to do so.

### Local discussions

The scheme has been sent to electricity boards as a recommendation from the National Joint Advisory Council, and its implementation should in due course be discussed through district joint advisory committees, and, where appropriate, local advisory committees.

A NUMBER of amendments to the Electricity Supply Staff Superannuation Scheme have been issued recently, and others are on the way. They result from suggestions put forward from NALGO and other quarters in anticipation of a favourable report on the quinquennial valuation of the scheme as at March, 1958. It was known that this would be available at the end of 1959.

### More for widows

Not all of NALGO's suggestions have been accepted; but many have been, some fully and some in part.

One of the most important, perhaps, is provision for improved widows' pensions, although, unfortunately, those who opt for such higher benefit must pay the estimated actuarial cost. It is understood that this requirement is the result of a decision by the Minister, whose approval must be obtained to any amendments to the scheme.

The amendment will provide that, for an additional payment of 14 per cent of salary, the widow's pension payable on death in service, or after ill-health retirement, shall be one-half, instead of one-third of the member's pension; or, on death after early or normal retirement, shall be equal to one-third of the member's pension in respect of family benefits service up to the date of electing to pay the additional contribution, and to one-half of it from that day.

### Waiving the extra

The Electricity Council may, on the advice of the actuary, waive this 14 per cent extra contribution in whole or in part, to such extent and for such period as it may determine.

The amendment also gives an option on retirement, other than

through ill-health, to pay a lump sum in order to convert family benefit service from the one-third to one-half rate.

Subject to review when the result of the next valuation of the scheme is known, the council has decided to exercise its powers so that, in fact, members who exercise the option will pay only 1 per cent additional contribution.

### Children's allowances up

Children's allowances are to go up—from £50 to £80 for the first child, and from £45 to £75 for each other child; and the allowances can continue beyond the age of 18 to 21 years during full-time education.

Other amendments include a change in the definition of "pensionable salary," which, in future, will be the average of the last three years' salary, or of the highest paid five consecutive years in the previous 20 years' service, whichever is the higher; provision for the purchase of added years at any time; and provision for family contributions to cease where a member is judicially separated from his wife on terms which do not require him to contribute to her support.

NALGO also asked for the normal retiring age to be changed, so that members can have the option to retire at 60, provided 40 years' contributory service has been completed. This question—a very contentious one—is still under review.

### Automatic review rejected

We asked, too, for automatic reviews of pensions of retired employees in relation to cost of living. This request was rejected; but, in collaboration with the Electrical Power Engineers Association, another approach is to be made for more generous treatment for pensioners, many of whom are finding the going hard despite years of loyal service to the industry.

Whilst there is still room for further improvements to the scheme—and NALGO will not hesitate to seek them at any suitable time—it would not be out of place to pay tribute here to the sympathetic consideration which is usually given to the question of superannuation in this industry.

## Report on N.J.C. pay structure for committee

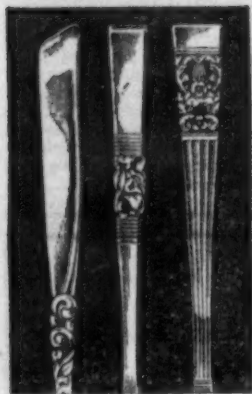
The electricity committee believes that the present structure of the National Joint Council agreement can and should be improved. At an all-day meeting on July 17, it indicated the broad factors it thought should be taken into consideration in seeking changes to the agreement, and appointed a small sub-committee to examine the problem in greater detail.

The sub-committee will report to the October meeting of the electricity committee. It is expected that the staff side will then be recommended to make an early request for joint discussions through the N.J.C.

### ELECTED TO LOCAL GOVERNMENT

Congratulations to R. F. Henderson, secretary of Liverpool and district electricity branch and a former member of the electricity committee, who has been elected to Liverpool city council; and to R. G. Kendall, London electricity (Western) branch, who is now Mayor of Wood Green.

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## The difference between her home and yours is steel

**I**N THE GLOSSY WORLD of 1961, this scene comes as a reminder that there are still parts of these islands where the cooking is done with a cauldron and a kettle over a fire smouldering on the bare stone floor, and water has to be carried from the local pump.

The difference between this spartan interior and your home is largely a matter of steel. Steel is the modern material that goes into cookers, refrigerators, sinks, washing machines, central heating equipment, and all the other effort-saving equipment needed to turn a mere house into an ideal home.

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Steel has transformed the world we live in because it is strong, cheap, plentiful, easily shaped. Steel can make itself useful in so many different ways. Now flexible and resilient in a spring. Now hard and tough in a cutting tool. Now workable and ductile, so that it can be pressed into the shape of a car body.

Steel is the *versatile* metal — the *essential* metal of modern life.

### THIS IS THE STEEL AGE

BRITISH IRON AND STEEL FEDERATION



# RECOGNISING THE ADMINISTRATOR

## Local Government

by GEORGE NEWMAN, service conditions officer

STAFF SIDE efforts have resulted in a significant step being taken by the National Joint Council, at its meeting on July 19, towards giving the qualified administrator equal recognition with his professional and technical colleagues.

The N.J.C. has sent a circular about this to provincial councils and local authorities. It points out that the status and prospects of the officer who holds only an administrative qualification are generally more limited.

There seems to have been slow progress in achieving even such recognition as would provide an adequate incentive to study for the Diploma in Municipal Administration, and the circular comments that much of the work of local authorities is administrative, and that the contribution to be made by the qualified administrator is recognised in the N.J.C.'s salary structure.

### 1,000 D.M.A.s

It points out that the first Diplomas in Municipal Administration were awarded in 1952, and that the number of diploma-holders will reach almost 1,000 as the result of this year's examination. The diploma has made, therefore, a significant contribution to the general raising of standards on the administrative side of the service, and has provided a pool of qualified people from which promotions can be made.

Recalling that the National Joint Council has urged local authorities to recruit better qualified school leavers, and to provide systematic training for them which will lead to a qualification, the circular urges authorities to see that administration attracts its share of these recruits.

It then points out that the N.J.C. and the Local Government Examinations Board have agreed to give new impetus to the recognition of administrative qualifications by taking the following practical steps:

They will organise a sustained publicity effort.

They will direct the attention of local authorities to the desirability of including training schemes in administration with those for the other professions, and of appointing trainee administrators on a parallel with trainee accountants, architects, and surveyors.

They will recommend local authorities to review the structure of administrative posts to ensure the widest use of qualified administrators.

They will suggest to local authorities the specific use of titles like

"senior administrative officer" in all advertisements for administrative posts, and a firm statement that administrative qualifications and the intermediate or final examination of the D.M.A., as appropriate, or a recognised equivalent, will be required as provided for in paragraph 28 of the "Charter."

### What's good for one...

The staff side raised this subject in December, 1960, and stressed its concern that due recognition should be given to the importance of administration as one of the essential elements of local government, and to the relationship of the administrator to other professional and technical officers employed in the service.

The staff side also expressed the view that these aims would be encouraged if the N.J.C. asked local authorities to designate administrative posts on their establishments, and to specify the qualifications required. Whilst most authorities designate and prescribe the recognised qualifications for professional and technical posts, this practice is not followed to the same extent for administrative posts.

### Parity of esteem

It was considered, therefore, that qualified administrative officers were not receiving the same recognition as a "professional class" by the local authorities as officers with professional and technical qualifications. The staff side made it clear that, in asking the N.J.C. to take this step, it was not seeking to establish any one qualification to the exclusion of others. It was simply trying to bring this subject under further scrutiny by individual local authorities. This should encourage them to give positive attention to the importance of administration, and the administrator, in local government.

After discussion, the executive committee of the N.J.C. decided, on March 15, to seek the advice of the Local Government Examinations Board. The N.J.C., at its meeting on July 19, after considering a report from the L.G.B.E., reached the agreement reported.

## £955 basic at Hendon

AUTOMATIC progression to a maximum of clerical 3 with holding a minimum qualification adopted by Hendon borough council. It is based on the report of a working party of chief officers and consultation with the local branch of NALGO.

The scheme provides for entry at £370 under the age of 18, or at £405 at 18.

"Ordinary entrants," who must have three G.C.E. subjects or the entrance examination, will go through the normal incremental stages, and reach the £955 maximum at the age of 34.

In addition, however, the scheme provides for 23 "special entrants." These will be expected to make local government their career, and to have the appropriate G.C.E. subjects for their chosen intermediate examination.

Coming in at the age of 18 or 19, these "special entrants" will be given accelerated increments up to the age of 22, by which time they will be getting £735 a year.

At this stage, each should have obtained his intermediate qualification. If he has, he will be transferred to the APT division, either in a vacant post already on the establishment or

a salary of £955 (the present London weighting) for all staff in a special promotion post.

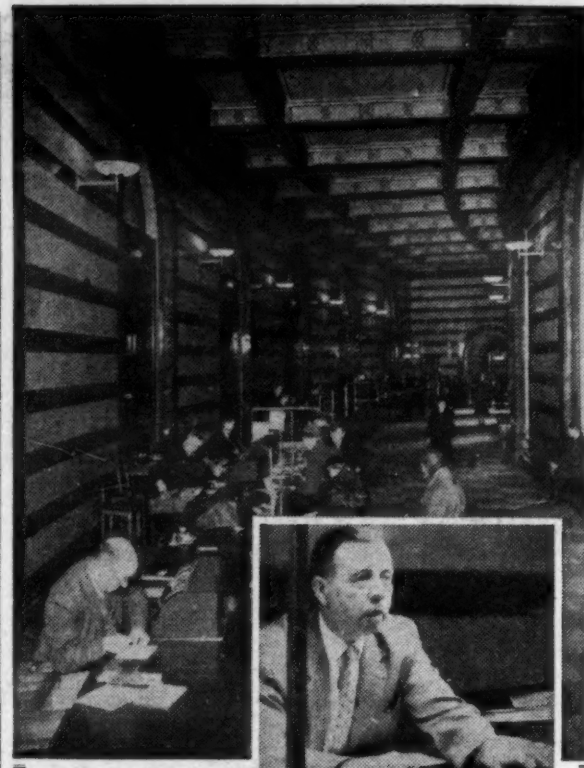
Special entrants who have not passed their intermediate examinations by the age of 22 will remain on £735 until they do, or until they reach the age when normal increments would overtake this point.

The 23 "special entry" posts will be alternative to the ordinary establishment, and will not be filled until vacancies in the establishment occur.

Qualified existing staff will be encouraged to apply for these posts, and, if they succeed, their previous posts will remain vacant. Other existing staff will be assimilated into the scheme according to qualifications.

Extra payments will be made to officers on APT 1 so that they do not suffer in comparison to the new scale.

Coming so soon after Brighton council's decision to provide a "career grade", the Hendon scheme is further evidence of the unorthodox steps local authorities are having to take to recruit and retain suitable staff.



## Pay here!

The longest counter in Britain—possibly in the world—is in the collecting hall at Manchester. Here, members of the public can pay their rates, council house rents, and gas and electricity bills. In the peak periods of June-July and October-November, 3,000 people a day come to settle up.

The man in the picture is the chairman of the Manchester gas branch, H. Hartley, one of the many NALGO members who work on the counter.

## Youth leaders' scales and conditions approved

RECOMMENDATIONS made by the Joint Negotiating Committee for Youth Leaders on the major service conditions of youth leaders have now been approved by the Minister of Education, and are embodied in the committee's first report, published in July.

Officers who come within the scope of the committee are full-time youth leaders employed by local education authorities, or by voluntary organisations in receipt of grant from local education authorities or from the Ministry of Education; and part-time youth leaders employed also partly under the provisions of the Burnham reports, if half or more of their time is spent as a youth leader.

The recommendations regarding sick pay, superannuation, holidays, and periods of duty were set out in the June issue, when it was stated that a further meeting would be held to consider salary scales.

The joint committee's recommendations from the later meeting were subsequently approved by the Minister.

They provide for a salary scale for qualified youth leaders of £680 x £35 (8) x £40-£1,000, with an assumed commencing age of 23. New entrants will be

placed at suitable points according to age and experience.

Employing authorities have discretion to pay an extra £100 a year to officers who have had longer training, or who have obtained substantially higher qualifications.

Further additional payments of £100 to £350 a year, or more in exceptional cases, may be paid to officers occupying posts of greater responsibility. A London weighting allowance of £45 a year is payable in the London area.

The scale for unqualified youth leaders is £500 x £30 (6)—£680.

There are safeguards for existing staff, and the operative date is August 1, 1961.

### Transport

## APPEALS EASED IN WATERWAYS

by JOHN LANCASTER  
national organiser

An alteration to the appeals procedure for staff of British Waterways means that the general manager will no longer be the final arbiter. It gives the National Joint Council the power to determine further action in the event of disagreement on an appeal at its level.

The employers' side of the council was reluctant to write into the constitution provision for automatic recourse to arbitration in such cases; but it is understood that the alterations will make this easier.

They were agreed on June 16, and operate from then.

### Scotland

New scales for the Scottish Group of Omnibus Companies are reported on page 2.

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All inquiries should be addressed to: G. H. LEES, D.F.C., F.C.C.S., F.V.I. Assistant General Manager, NALGO House, 8 Harewood Row, London, N.W.1. Telephone: PADDINGTON 3291



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### NALGO wants TRAINEE DISTRICT OFFICERS/ASSISTANT ORGANISING OFFICERS

The National Executive Council has decided to establish supernumerary posts in the organisation department. Their occupants will receive training in NALGO's service conditions work (including a period of duty in district offices).

There will be three such posts, and intending applicants should have at least the normal minimum educational qualification: G.C.E. at Ordinary level in English (or English language), mathematics or a science, or a foreign language, and one other subject; or any other preliminary examination recognised by the National Joint Council and the Local Government Examinations Board.

Candidates will be selected according to natural ability or aptitude for service conditions work in the Association, and, while there is no age limit, the posts are intended for younger entrants. The period of training is expected to last about two years. The salary will be on APT 2/3 (£815-£1,140), plus London weighting when working in London.

Applications are invited from members of the Association and its staff, and should be addressed to the General Secretary, NALGO House, Harewood Row, London N.W.1 (mark envelope "Trainee Posts") by not later than the first post on Monday, September 18, 1961.

### 'Misc'-or 'Class A'

Is there a better title for the "Miscellaneous" class of officer? On the whole it would seem that you don't think so. Of the prizes offered in the July/August issue, the editor has decided to award only one. This is of one guinea, and goes to F. Bembridge, Soke of Peterborough branch, for his idea:

AUXILIARY CLASS OFFICERS which, he suggests, could be abbreviated to "A" Class Officers.

Several entrants treated this as a humorous competition and one—tongue in cheek—idea was "GEMS"—short for "Group Engaged on Miscellaneous Services."

Other entries considered were: "Grouped classes," "Parallel class," and "M.P. grade" (from the Latin, *multi* *profiones*.)



# 'Give non-members a straight left to the wallet'

**CROSSPATCH asks branches to fight for 'members only' on all pay awards**

THE MOOD of NALGO has changed sharply during the past year, don't you think? Within my experience, the remedy prescribed for all difficulties, local and national, has monotonously been passivity and proper channels. Whenever there was a platform and somebody to speak from it, the Association did not lack an authoritative voice to floghorn the blessedness of restraint.

And now, from one Conference, *Strike Action and No Rises for Non-Members*. Speaking as one who has been counselled to turn the other cheek so persistently that I wondered if I had entered a trade-union or a revolving-door, I consider this sudden renunciation of barren placidity the most hopeful event in my ten years' membership.

I welcome the new policies. But just to stand and cheer is not a profitable reaction. It is more pertinent to ask how they may be made to pay dividends.

*Strike Action* will probably claim the greater share of members' arguments. But the other development intrigues me more. A strike, though unpleasant, is relatively uncomplicated. Even in the warmest-hearted union, it may be organised without the employers' consent.

Striking is entirely within our competence; confining salary awards to members is not. Co-operation is required from the other side. A method of approach will have to be designed, and this is a delicate undertaking. It is also an urgent one.

The Conference motion passed with an enthusiasm which suggests that members will expect it to be pressed at the first opportunity.

We are drafting a salary claim for the autumn, or, if politics prevent, as soon afterwards as our manic-depressive economy enters its next elevated phase. That will be the opportunity. What should be the tactics?

## Courting trouble

The direct method courts trouble. Our salary claim will be unwelcome. Binding to it another issue will offer the employers a handy stick to beat us with. Anybody who thinks the answer to a straight request would be, "All right, we grant you that. Now let's get down to the new scales," should pinch himself awake. Whatever favour the idea might find with the employers privately, they could hardly refrain from using it as a bargaining point and asking a price for acceptance.

The new policy aims to squeeze the non-member. If the price demanded was a watered-down settlement, it would squeeze us. An offer on such terms would put our representatives in a dilemma they would heartily wish to avoid.

However hostile the reception given to our policy, it will have an attraction for some local authorities—notably those whose members are keen trade-unionists and who share our feelings for the non-paying beneficiary. Let us try them first.

## Legal snags

The motion does not prevent branches from making local arrangements. There is no reason why NALGO should not encourage a solution on these lines. This means that we need not seek the support of the National Whitley Council for the policy. We need only propound it, state our acceptance of it, and indicate that we intend to work for it. Then, having served notice, we call on all our branches to negotiate with their employers.

It has been suggested that there may be legal snags to such "local option." We should leave non-members to discover these—if they exist. We shall wait a long time. For, at the first hint of success in any branch, there won't be any non-members thereabouts to challenge us.

More important, the new policy doesn't want what it asks for. Its aim is not differential salaries, but 100 per cent membership.

If that can be achieved, it doesn't matter whether we get the policy written into our national conditions of service or not.

I believe that local pressure will eventually bring 100 per cent membership, if employers are not specifically prevented from co-operating. Non-mem-

bers are people who accept benefits without payment and, as such, are likely to be experts in assessing what is the "smart" thing to do.

We must create a situation in which joining seems more profitable than staying out.

Let us suppose that all branches state two things. First, that they intend to fight for the new policy as hard and as often as they can. Secondly, that non-members who do not apply to join until there is an actual cash benefit in doing so will not be greeted with even the smallest slice of fatted calf. No bending the rules or putting ourselves out to get them in; nothing but strict adherence to procedure, with every precaution taken.

Knowing the pace at which NALGO hurries, they can estimate their risk if it decides to saunter.

## Whiff of brimstone

By this means, we would establish a crude financial incentive to join quickly. That would not be enough. All sinners intend to repent; the great preventive is the absence of a convincing sign that the Day of Judgement is proximate. Local action will, I hope, provide an unmistakable whiff, slight at first but ever growing stronger, of the brimstone to come.

A branch which gets the policy adopted solves the problem in its own area. It also becomes a place where a non-member cannot apply for a job, and a reminder to him that the policy is flourishing.

The first successes will have little effect outside their own areas, but, as more are added, each will increase the pressure and persuade a few more outsiders to ask themselves if continued non-membership is a good gamble.

How far we should need to go before all had answered "No" is not calculable. My guess is that, by the time accepting authorities had grown to a quarter of the whole, the non-member would be rare enough to seem more freak than fraud.

## Every gain counts

This will be a slow, unexciting process; but, consolingly, there is no sharp division between success and failure.

Everyone brought into membership is one less to capture and leaves the problem so much nearer solution.

The manoeuvres I outline are distasteful, but we have tried polite methods and failed. We must either use others or save our breath. We are dealing with a remnant of local government officers. They are prepared to pick NALGO's pocket. We cannot touch their conscience with fair argument, so let us try the effect of a straight left to the wallet.

# 'STREAMLINE THE HEALTH SERVICE'

SOME STRONG criticism of the way the health service was working was voiced by one of the participants in a health symposium which formed part of a one-day school arranged by Portsmouth area hospital branch.

The critic was Dr. D. E. Argent, consultant anaesthetist, Portsmouth, who presented the "evils" from the consultant's point of view. He stressed that there was a great wastage of qualified doctors. About 500 a year were leaving the country—a costly form of invisible exports.

time, and eventually produce no very good answer."

He felt strongly that administration needed streamlining to cut out unnecessary steps.

## Hotel-hospitals

"I am a devoted protagonist of progressive nursing," he said, "and I believe that a city like Portsmouth does not need a lot of major hospitals. There could be one to provide 'acute' facilities, and patients could then move to hospitals where less nursing was necessary, but greater care could be taken of their creature comforts—the hotel system if you like."

The aim of the school was to debate freely the national health service. Problems connected with the service were

looked at afresh and from all points of view. Other speakers included a family doctor, a hospital matron, and a hospital secretary.

The branch says that comments received show that the school was successful. It hopes that other health service branches in the district will be encouraged to organise similar events. A profit of £8 19s. 11d. was made, and this was sent to the Benevolent and Orphan Fund.

## PASS BOOKS, PLEASE!

Members of the NALGO Provident Society who have not yet sent their pass books to Headquarters for 1960 audit should do so at once. The address is NALGO House, Harewood Row, London, N.W.1.

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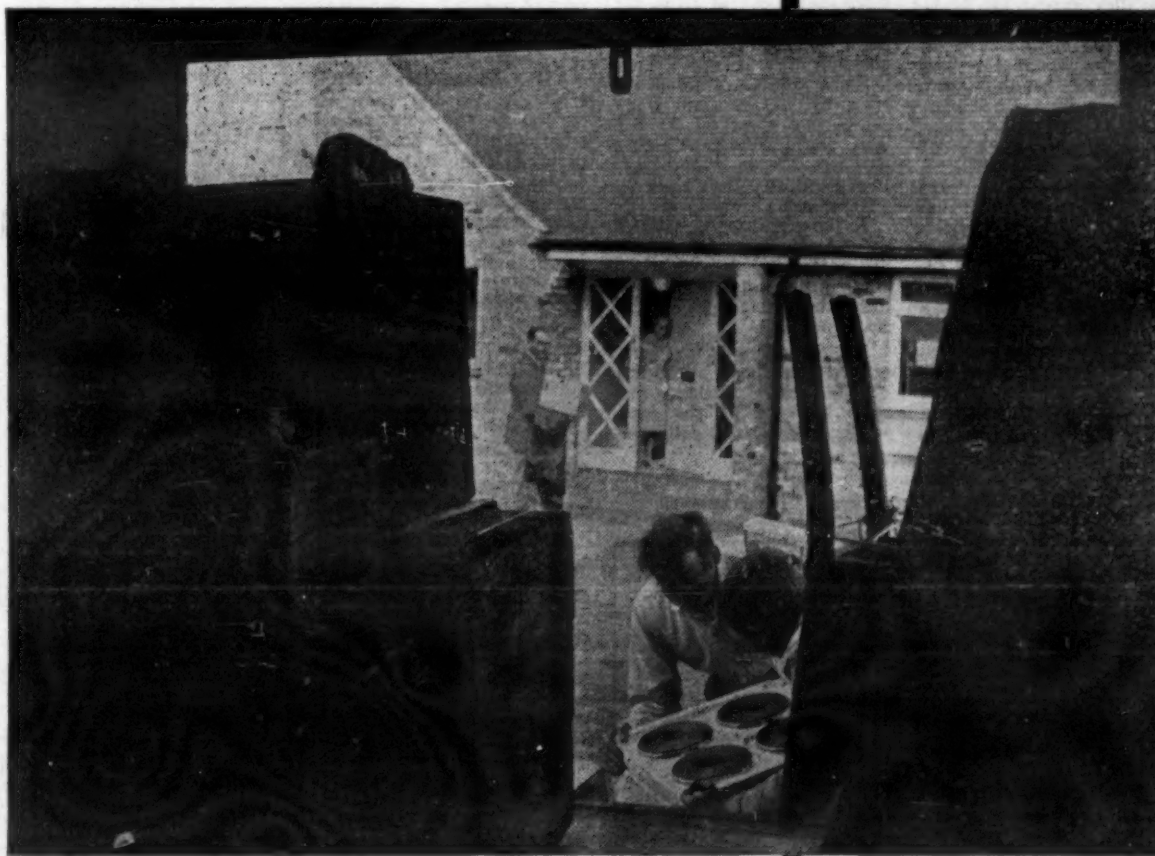
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# PUBLIC SERVICE

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## Perils of the pause

*Unfair, unjust, unwise—  
and anti-productive*

**A**LL MEMBERS of NALGO share the Chancellor's wish to stop at last the cost-plus inflation from which Britain has suffered since 1939. We have every reason to do so. It has hit us more severely than most.

It has eroded all our hard-won standards. It has robbed us of the full value of every pay increase we have secured, often before the ink was dry on the settlement. It has left most of us impoverished, shabby, and frustrated.

It has deprived our services of many of their best men, dried up the founts of recruitment, and left an ageing, diminishing, and increasingly weary nucleus of the faithful to carry the growing burden of administration. It has crippled or delayed many of our most valued projects of social welfare and amelioration.

It has brought the severest hardship to those who, after a lifetime of good service, expected to enjoy the full value of the pension for which they fought so long and for which most have paid throughout their working lives.

But all members, we are confident, will agree with the emergency committee of the N.E.C. in rejecting and resisting the measures by which the Chancellor and the government propose to attain their objectives. For those measures are unfair, unjust, unwise, and calculated to damage the nation more than they can help it.

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**THEY ARE UNFAIR** because they impose the heaviest sacrifices on a single section of the community—the public servants employed by the state, the health service, the nationalised industries, and local government. True, the government has appealed to industry to follow its lead. But with the public services it has gone further. It has told them that every claim for a wage increase, however justified, must be refused for an indefinite period.

The Minister of Health has told the health service that he will interfere with arbitration by withdrawing from its scope the timing and, if necessary, the staging, of any awards its Whitley councils

may agree. He has added that improvements in service conditions must also be barred.

The government, in short, is treating the nation's public servants, in the words of *The Guardian*, "with a harshness that the Ministry of Labour would be the first to condemn in a private employer."

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**THE MEASURES ARE UNJUST** because they seek to freeze the pay of those who have fared worst in the post-war struggle to keep in step with rising prices, who always stand last in the queue, who have shared not at all in the benefits of what the government claims to be an affluent society.

Since 1946, prices have risen by 76 per cent, wage rates have risen by 95 per cent, and the average actual earnings of men in manufacturing industry have risen by 165 per cent.

In the same period, salaries in the civil service—which are today directly related to comparable salaries outside the public service—have risen by 98 per cent.

But the salary of the local government officer at the top of the general division has risen by only 75 per cent, whilst that of his colleague



**STOP THEM—THAT ONE FIRST!**

on APT V has risen by only 48 per cent.

The experience of NALGO members in the other public services we cover has been broadly similar to this—some have done a little better than local government officers, some a little worse.

No one who has not won promotion to a more responsible job can echo the Prime Minister's slogan that he has "never had it so good." Many will aver, with truth, that they have never had it so bad.

Yet these are among the people the government wants to freeze in their tracks, without any hope or early prospect of release.

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**THE MEASURES ARE UNWISE** because they hit hardest at the very people from whom the government most needs support in its plans for national recovery. Public servants are, by and large, the most responsible section of the community. They pioneered, built, and developed the Whitley system of collective bargaining that is today regarded as a model for the world. They have operated it with a restraint shown by few other groups of workers. They never strike in support of their claims, however just. Yet it is this machinery the government is now seeking to wreck, these workers it is now angering beyond endurance.

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**THE MEASURES ARE CALCULATED TO DAMAGE THE NATION** because they run counter to the objective the government is seeking. That objective, it tells us, is to increase national productivity. But on what does productivity depend? It depends on educated, healthy, and cheerful workers, on adequate supplies of power and heat, on good roads and efficient transport.

Who educates the workers, who keeps them healthy and cheerful, who provides them with homes, power, and heat, who makes and repairs the roads and runs the trains and

buses? The public services—teachers, local government officers, hospital workers, gas and electricity employees, railwaymen and busmen—the very folk the government now seeks to impoverish.

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For years, most of those public services have been languishing. Local authorities have been losing many of their best men to industry and commerce and failing to replace them with recruits of the quality they need. Hospitals are short of nurses and ancillary workers, the railways are in the doldrums, bus services are being curtailed. Is this the time to make the picture blacker still?

In June, NALGO's Conference agreed a forward-looking policy to remedy the position in all the public services with which it is concerned. It proposed to seek, for each, not a percentage wage increase on the traditional pattern, but a realistic approach to a salary structure likely to attract the best recruits, to offer a satisfying career, to retain the best men, and to restore to the services the status, energy, and enterprise they were losing so rapidly.

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That was a sound and forward-looking policy, calculated to reinvigorate the public services and to spur national productivity no less than to benefit the Association's members.

It is because the Association believes in that policy, it is because we are certain that it will speed national recovery, that we intend to press ahead with it and to resist the Chancellor's negative and barren "pause." We echo *The Guardian's* words:

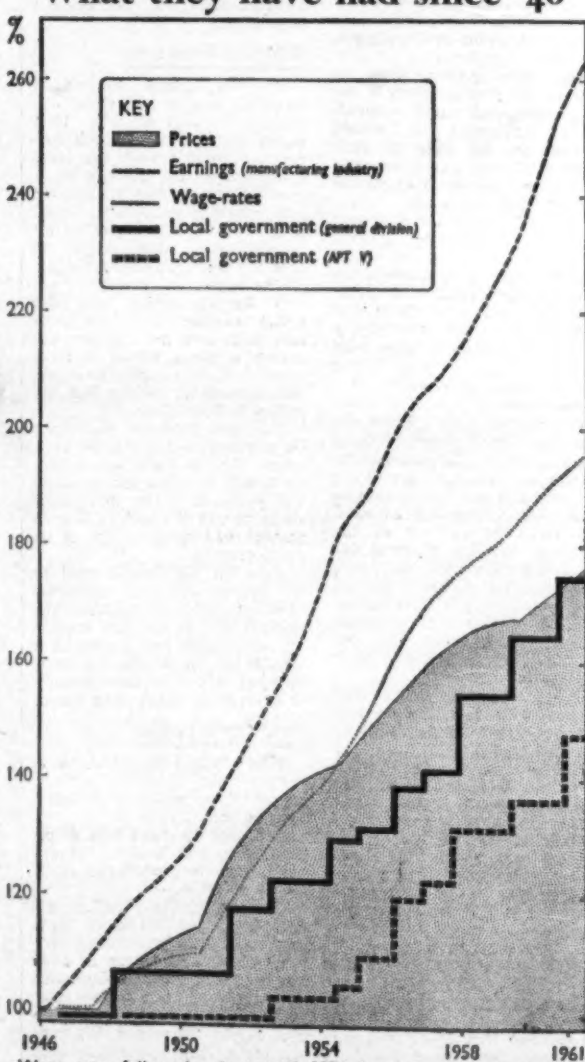
"Mr. Lloyd has offered no positive suggestion, he has put forward not a single new idea. He is like an engine-driver who tries to economise on steam by screwing down the safety-valve. The newest cleaner in the sheds could tell him that it will not work. He is asking for an explosion. His half a pause is a

great deal worse than no pause at all."

NALGO has made a positive suggestion. It has offered a new idea. It is determined to pursue that idea in every public service with which it is concerned. It is resolved, in concert with all like-minded public service unions, to op-

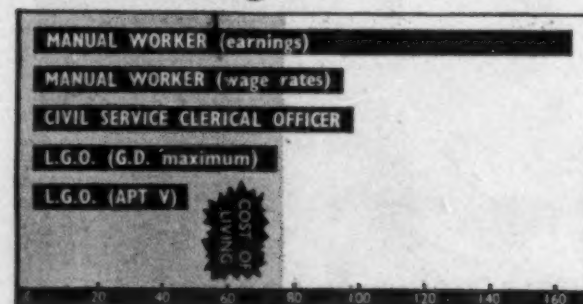
pose with all its force every move to wreck collective bargaining, to restrict arbitration, and to damage the public services on whose health and vigour the nation relies. In that endeavour, whatever trials it may bring, we count on the support of every member.

## What they have had since '46



Wage rates followed prices until 1954, but have been ahead since: earnings of men in manufacturing industry have been well ahead all the time. Local government salaries have been consistently behind. The general division caught up last year, but APT V has a long way to go.

## How we lag behind the rest



Since 1946, average earnings of men in manufacturing industry have risen by more than twice as much as prices, and average wage rates by one-quarter as much. The salaries of most civil servants, now based on salaries outside, have passed the price index by one-third. But local government salaries have not caught up with it. At the top of the general division, they are 1 per cent behind: at the top of APT V, they are more than one-third behind—where a pause would freeze them.





Photo by Merkle Press, Washington

Talking over common problems in Washington are (left to right) Raymond Evans, A. E. Nortrop, W. C. Anderson, and Leo Kramer.

## Unions must set new targets

TRADE UNIONS need a new social purpose. This was the theme taken by Alan Flanders, senior lecturer in industrial relations at Oxford University, in an address to the Workers' Educational Association's summer school for trade unionists at Salisbury in July.

Discussing "trade unions in the sixties," he pointed out that union membership was more intense among manual workers. Only one in four of clerical workers was a trade unionist, and, if public services were excluded, only one in 20.

Mr. Flanders found the quality, as well as the quantity, of trade unionism today anything but healthy.

"Unions are accused of being out of date, too rigid in structure, unimaginative, and unwilling to review restrictive practices."

"A challenge to trade unionism was to be expected, but it would be a mistake to dismiss public opinion as capricious. In a democratic state, unions must count on public support, and cannot ignore the loss of public sympathy."

### P.R.—plus a cause

To counter this, Mr. Flanders suggested that unions needed to develop their public relations. Employers made full use of PR techniques, and workers could do the same—although he realised that to do so would stretch union finances.

"But," he went on, "PR is not really the main factor. Historically, unions were at their most powerful when they carried a 'sword of justice'."

"Today, materialism is submerging idealism; trade unions are businesses rather than causes, workers are afflicted by the code of the acquisitive society, and all suffer from the loss of social purpose."

To solve the problem, the unions must set themselves new targets. Volunteers would not come forward unless there was something worth fighting for.

### The arts?

What should the causes be? Mr. Flanders felt that much could be done in the field of culture and the arts. Living standards, he said, should not be measured only in terms of £ a d.—unions should combat the commercial trend to pander to the lowest common denominator of taste. He went on:

"But it is in industry itself that the real purpose of the future lies. There is a shift of power in the unions from national level to the shop floor. This needs to be studied, because negotiation may be taken away from the top. Labour scarcity forces employers to bid up earnings, particularly overtime, and this provides a tempting situation for militant shop stewards, with its consequential dangers of unofficial

strikes, loss of union control, and indiscipline."

In the past, workers had to fight for the right to work, the right to a fair wage, the right to be trained for promotion—and these things depended on a lead and a policy at national level.

Mr. Flanders ended on an optimistic note for the future:

"Today, full employment brings new problems for management, and intelligent managements have not been slow to react. But their aims do not necessarily coincide with the aims of the staff. In many ways, unions today could initiate action. They should use full employment deliberately and effectively to extend the frontiers."



Picture by member Elvin U. Plant

## Off to Paris — by 'Met'!

These are just a few of the 500 members who flew to Paris to spend a long week-end there in July, under the auspices of the Metropolitan district committee.

"Fascinated and bewildered" by the traffic, making good use of the Metro, they managed to see not only Paris itself but Fontainebleau, Versailles, and Malmaison. A party in a Montmartre cafe, plus the Bastille day parades, fireworks, and dancing in the streets, made this an exciting four days.

"A memorable trip," says one of the members "—and thanks to Warren Panther for making all the arrangements."

The district has great plans for next year—not only a trip to Paris, but one even further afield to the chateau area of Tours for the Wine Festival, and one to the Mardi Gras Carnival in Binche, Belgium. Details are advertised on page 4.

## Change of staff on 'Public Service'

Roger Hudson, who joined the staff of *Public Service* in May, 1960, left in August to take up independent work.

During his 16 months on the paper, he made many NALGO friends, as he travelled over the country for articles on the electricity supply and gas industries.

His place has been taken by 25-year-old Hugh Anderson, formerly in charge of a suburban edition of a London weekly newspaper.

## NALGO leaders in Washington

# OUR WHITLEY SYSTEM 'MODEL FOR WORLD'

Reported by MAUREEN FITZGERALD

THE BRITISH system of collective bargaining is "a model for the rest of the world." That was the finding of foreign delegates at this year's conference of the International Union of Local Authorities, held in Washington in June.

Whitleyism, indeed, provided one of the highlights of the Conference. Though the wide range of topics surveyed allowed little detailed analysis, British joint councils as described in a paper by R. E. Griffiths, employers' secretary of the local government N.J.C., evoked great interest.

Outside the conference halls, the NALGO delegates—Raymond Evans, the President, Albert Nortrop, N.E.C. chairman, and W. C. Anderson, general secretary—were closely questioned on the points Mr. Griffiths had made. Some of the Americans were surprised to find both sides of the N.J.C. in the same delegation.

## WHAT IS I.U.L.A.?

The International Union of Local Authorities has members in 41 countries and contacts in many others. It was formed in 1913, in response to a need for liaison between local government bodies throughout the world.

International congresses are held every two years. Since the war, these have usually been in Europe, but the last two were in Tel Aviv and Washington.

I.U.L.A. is run by a council representative of all member-countries, which in turn elects an executive committee of 18 members. The secretariat is housed in The Hague.

the Atlantic as it is here. To aid it, the union has successfully promoted its own project for rehousing Milwaukee citizens displaced by clearance action—at rents 15 to 20 dollars a month less than normally paid for similar accommodation.

### Homes and hospitals

This has greatly enhanced the union's standing with the public, has helped with the "climate" of local collective bargaining, and has attracted national publicity, leading to requests for other projects elsewhere. More have been started. They are urgently needed in a land where there is little low-cost housing.

For its own members, the union is opening hospitals and holiday centres. In Florida, it is providing comfortable permanent hotel accommodation, including food, recreation, and other services, for retired members and their wives for 125 dollars (£44 10s.) a month—a charge well within the pension range.

### Overcoming distrust

These activities show that AFSCME realises the value of the right sort of publicity in tackling the special difficulties it has to face—difficulties which perhaps have their root in the Americans' general distrust of local government. Paradoxically, I found such traditional attitudes more deeply enscined in the United States than in our own country.

### Towards 35-hour week

Working hours were also keenly discussed. In the United States, the public services generally work a five-day, 40-hour week. They appear to be moving towards a 35-hour week.

At the other extreme, most German municipalities work a five-day, 45-hour week, and their delegates doubted whether they could afford the 40-hour week for which their unions are pressing.

Some delegations, notably the 70-odd Brazilians, appeared to be thirsting for more information on this and other topics, but discussion time was curtailed.

Though public service unions did not come up as a separate topic, I discussed them at length with Leo Kramer, assistant to the President of the American Federation of State, County, and Municipal Employees—broadly speaking, NALGO's opposite number in the States—who was a guest at NALGO's 1960 Conference.

Despite the fact that there are 102,000 local government units in America, AFSCME has fewer members than NALGO. Why is this? Mainly, Mr. Kramer told me, because of the immense difficulties of organising a nation-wide union over so vast an area.

### 400 bargaining bodies

The biggest problem is state sovereignty in local government matters. This means that the union has to deal with a wide range of outlook and practice throughout the 50 states. It has 400 separate collective bargaining arrangements in 35 states.

Many states are still highly suspicious of collective bargaining, and one still refuses to recognise it for public employees.

On the reverse of the coin, Mr. Kramer referred me to Philadelphia. Here, the "union shop" has just been introduced, for the first time in a large U.S. city—and with the unanimous approval of the city council.

Philadelphia operates the "strong mayor" system: the mayor is directly elected, and has wide executive powers. But this system is awkward for the chief officers. They lose their jobs when the mayor goes, often through political manoeuvres. The problem was far from being an academic one in Philadelphia when we were there!

Leo Kramer made it clear that a good deal of patient education of the American

public is needed to get a climate of opinion in which a public service union can flourish.

"We want to show the public," he said, "that, as a union, we have a stake in the future of American cities and other local government areas, and we want to show local councils that we can help them with their housing and planning problems."

To further this aim, AFSCME has taken some practical steps. Urban renewal is as big a problem on the other side of

## Two more new D.Os.

EXTRA district officers have been appointed for two of NALGO's districts—North-Western and North Wales and the West Midlands.

Manchester's new district officer is Vernon Brine, formerly senior clerk in the borough engineer and surveyor's department at Rochdale. He took up his duties on August 1.

### Both branch officers

Mr. Brine, who is 44, is a bachelor, and has worked for Rochdale corporation since 1932, except for six years' war service.

He was Rochdale branch secretary, and a member of the local joint staffs' consultative committee, and also of the North Western and North Wales district committee. For the past four years, he has

represented his branch at Conference.

The newly-appointed officer at Birmingham is a Welshman, H. W. J. Binding, formerly a committee clerk with Ellesmere Port and Barry borough councils. Aged 29, he has been a



H. W. J. Binding

member of NALGO since entering the local government service with Glamorgan county council in 1949.

He was Ellesmere Port branch secretary, secretary of the joint staff committee, and a member of the North Western and North Wales district committee. He has represented his branch at Conference.

He takes up his duties on September 1.



Vernon Brine





# EDINBURGH FESTIVAL

Anthony Wall looks behind the scene

and finds that it is 'a supreme ex

local co-operation,' with

members playing a vital part in i

FROM A TAXI driving down Princes Street, the prospect is exciting. The crowds are in a spate. Shop windows, bright with tartans, display photographs of Gielgud, Fonteyn, Klemperer. The air simmers with speculation and the chattering hubbub of people from a hundred lands. It is Festival time in Edinburgh.

This 15th Edinburgh International Festival brings together hundreds of artistes, with their peculiar and multifarious needs, and the most critical public in the world. To cater for them, to prepare and administer the event, to ensure the success of its three crowded weeks—these are enormous tasks. Behind the whole operation work scores of NALGO members, staff of Edinburgh corporation.

To find out what these members do, I went first to see one of them, John Reid. Mr. Reid, who is the city's social services officer, is also administrative director of the Festival.

"The Festival," he told me, "is a supreme example of what can be achieved by local co-operation. Almost all the public services contribute to its success, from the city chamberlain's to the parks."

## Curious currency

At the Festival office, which books seats for all the performances, another member, J. W. Kay, told me some of his problems.

"On any one day," he said, "we can expect to have all sorts of 'currency' sent in for tickets—Japanese bank notes, Canadian money orders, unidentifiable postage stamps, anything."

Mr. Kay works closely with the city chamberlain's department, to which he is responsible for all money received. Banks, too, are consulted about rates of exchange, and the values of obscure currencies.

The Festival office includes an accommodation bureau, which helps visitors who have nowhere to stay. This was brought into being for the Festival, but has been so successful that it is now a permanent civic amenity.

## Parrot came too

"At Festival time," I was told by A. B. Walker, the officer in charge, "as many as 200 people a day may come to us for help. We can proudly say that, so far, we have never turned anyone away without offering him some kind of accommodation."

While I was with him, the phone rang twice. Both callers wanted rooms for the three weeks of the Festival. One was speaking from Antwerp, and the other from New York.

Street orderlies wear white throughout the Festival. They answer to member N. G. Wilson for keeping the city clean and sparkling for its visitors.

## FACTS AND FIGURES

- ★ Half a million more passengers travel on Edinburgh's corporation transport during Festival time.
- ★ Twelve thousand Edinburgh citizens now offer accommodation to Festival visitors—compared with two thousand a few years ago.
- ★ 182 separate performances will be given during this year's Festival. In 1947, when the Festival started, there were 98. These figures do not include "fringe" performances by amateur and semi-professional groups.
- ★ The Scottish Tourist Board produces 10,000 photographs of Festival artistes and events.

went to the city chambers, where most of the corporation's departments are housed. On the way, I passed another reminder of the work of NALGO members—the famous Princes Street gardens, immaculately prepared for the Festival.

## Festival flowers

The upkeep of the gardens is the responsibility of A. T. Harrison, superintendent of parks. But this is only a small part of his job. He and his staff provide all the flowers for displays and decorations throughout the Festival. Some of the stock has to be grown two or three years before it is needed, and the corporation nurseries have 50,000 pot plants at various stages of development.

In the Festival Club, for example, where artistes and public meet, banks of glowing colour contain 10,000 blooms, renewed nearly every day. Two thousand pot plants are ranged from the pavement to the back of the building, and these are changed twice a week.

Floral islands in the streets, decoration of stages and of every hall and theatre in the city, concealed floodlighting of gardens—all this is the work of Mr. Harrison and his staff, making Edinburgh one of the most beautiful cities of Europe.

Small slips at this stage could Miss M. McLachlan and her y department check and record important part in ensuring that





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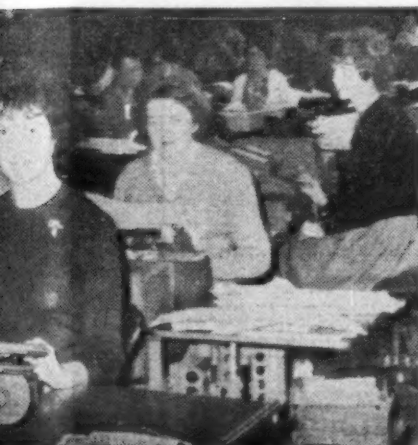
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in ensuring that everyone gets the seats he reserved.



Like other corporation departments, Mr. Wilson's takes the extra work created by the Festival in its stride.

"Cleaning up after each performance of the festival is as important as lighting it," said W. Carmichael, assistant cleansing manager. "Six or seven thousand people can leave a lot of litter."

But most visitors to the Festival, he added, were tidy and considerate.

"Far from littering the streets, they put everything into the bins—including letters: foreign visitors often mistake the swing-lid bins for American style post-boxes."

## Protocol problem

An unusual piece of Festival work is that done by the chief city officer, W. H. Young. Mr. Young supervises all processions, and ensures that protocol is observed. Whether a procession arrives for a dedication or for a dinner, strict priorities must be followed.

"The time schedule for each procession is worked out to a hairsbreadth," Mr. Young told me. "Any language difficulties are overcome with the help of consulate staff, students from the university—or simply by imaginative gesticulation."

Finally, I went to see the city architect, A. Steele, whose

department carries out most of the alterations needed to stages and halls.

The balcony from which Juliet pours out her heart was erected by corporation staff as part of extensive alterations to the Church of Scotland's Assembly Hall—including construction of the world-famous apron stage.

When Juliet has finished her

## IT IS BIG NEWS

The Edinburgh Festival gets more space in the world's press than any other regular event bar one. The solitary exception is the four-yearly Olympic Games, which beats the Festival by only a few inches.

performance, she goes to one of the few permanent dressing-rooms; but her nurse might not have fared so well, had Mr. Steele not installed additional temporary dressing-rooms.

Like the parks department, the city architect's helps to prepare the Festival Club. It provides extra catering equipment, lays hundreds of yards of

Royal handshake for John Reid. Beside him can be seen two of his fellow-members, A. Macdonald (senior deputy city chamberlain) and A. L. Imrie.

carpet, and puts up flagpoles outside the building.

Even when the Festival has started, the department's work is far from finished. What suits one performance may not suit another in the same hall. Choirs at the Usher Hall, for example, need a different setting from soloists. The architect's department makes the change.

These are only a few of the departments I found involved in the Festival. Everywhere, there was enthusiasm for it, and a true understanding of its importance.

For this is the most significant and representative arts festival in the world. It brings to Britain £3 million in tourism and trade—and to Edinburgh fresh fame and vigour. Her citizens, and the thousands of visitors they welcome each year, owe a great debt to these NALGO members: were it not for their work, the whole venture would be impossible.

These flowers might decorate the stage for a star. Tending them is member John Brown.



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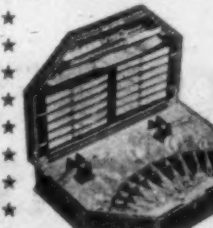
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From W. G., a Civil Servant

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			NCI	Other students
<b>Diploma in Municipal Administrations</b>				
Intermediate ... ..	1951-61	817	56.7	43.5
Final Part I ... ..	1952-61	469	48.5	33.5
Final Part II ... ..	1952-61	628	69.0	54.9
<b>Institute of Hospital Administration</b>				
Intermediate ... ..	1956-60	152	47.0	27.5
Final ... ..	1956-60	256	76.0	62.5
<b>Weights and Measures, B.O.T.</b> ... ..	1951-61	459	46.0	24.9
<b>Clerical Division</b> ... ..	1951-61	2696	68.8	57.0
<b>Institute of Municipal Treasurers and Accountants</b>				
Intermediate ... ..	To date	18	46.0	35.4
Final Part A ... ..	To date	15	48.0	35.0
Final Part B ... ..	To date	19	55.9	40.6

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# 'THE CURE' BY WATER

MARION THOMAS goes to Bath and sees the Royal National Hospital for Rheumatic Diseases

A GROUP of patients sits on a low bench round a pool, in water up to their necks. In the steamy atmosphere, the physiotherapist's instructions echo round the green tiled walls: "Knees together! Knees bend!" Holding on to a rope, the patients do their exercises.

This is what I saw when I visited the Royal National Hospital for Rheumatic Diseases (or, as it used to be called, the Royal Mineral Water Hospital) in Bath.

The patients were being lowered into the pool under the supervision of NALGO member John Durkin, superintendent hydrotherapist and teacher of hydrotherapy. Their exercises are an important part of the treatment, the latest instalment in the story of one of the oldest

Oliver—immortalised by his Bath Oliver biscuits—became its first physician, and Jeremy Peirce its surgeon.

As there were no baths within the hospital at that time, the patients were carried by sedan chair to those in the city—men on one day, women the next, with a matron accompanying the women to ensure decorum.

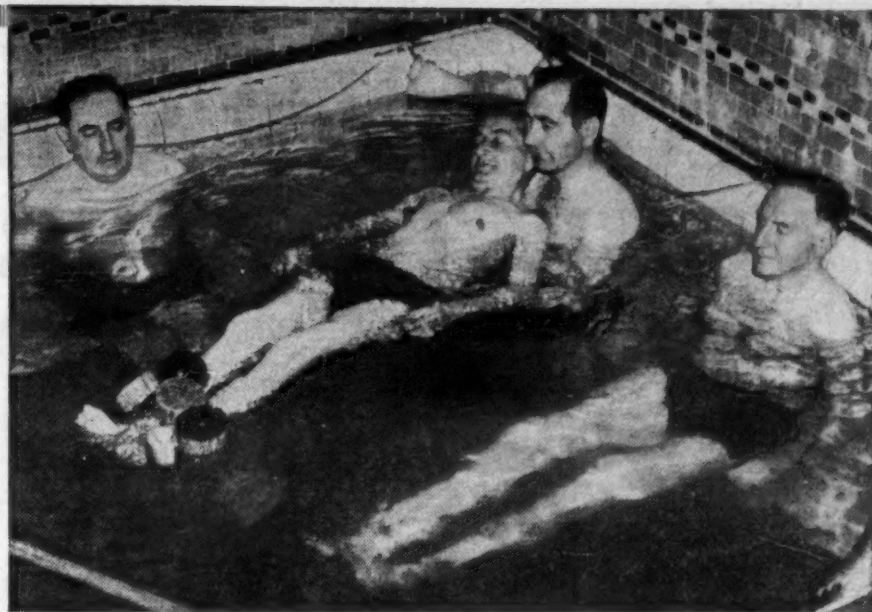
## Labelled!

One of the sedan chairs stands in the hospital today. It must have been a cramping conveyance; but the patients and the

pool. Even those whose joints are stiff and inactive can bring them back into use, since the water supports the muscles, and its warmth, slightly above body-heat, helps the patient to relax. All seemed to enjoy the treatment—and, after it, they were wrapped in warm blankets and taken back to bed to rest.

"This work is strenuous," said Mr. Durkin. "The therapist has to stand for more than an hour in the warm water at each session. But you can see results, and that is always rewarding."

I watched other patients being massaged under jets of warm water. "Delicious and relaxing," said Mr. Durkin. But everything that comes into contact with the water is stained a brownish yellow from the iron



Member John Durkin (third from left) supports a patient during one of the treatment sessions in the hospital's mineral water pool.

content. I was reminded of Sam Weller's description of Bath water, with its "Wery strong flavour o' warm flat-irons."

In a hospital of this kind, great emphasis is laid on rehabilitation. Patients are encouraged to do as much as they can for themselves. In the exercise room, with its pulleys, weights, bicycle apparatus, and walking-frames, I watched one make the first hesitant but brave efforts to walk again, with a pair of specially chosen sticks. The physiotherapist took him slowly round the room, calling "One, two, sticks" until he caught the rhythm and went round once more, with all of us applauding his determination.

"Determination plays such a large part in the patient's treatment," said Matron. "Our efforts are not enough unless he helps himself, as well."

## Special nursing

The nursing of rheumatic patients needs a special technique, especially for those who are badly crippled and particularly sensitive to pain. As a rule, they are moved as little as possible. But, in this hospital, they are put through a busy course of rehabilitation, and this involves getting them in and out of bed a great deal. "It is also a large part of the duty of sisters and nurses to encourage patients to persevere when they feel like letting things go," Matron told me.

Some patients come every year for treatment, because, although they cannot be cured, they feel so much better afterwards.

Rheumatic conditions of the hands or arms are treated with wax baths, the patient dipping his hands in and out of warm paraffin wax which quickly

hardens on the skin. Mud packs of fuller's earth from the local hills, mixed with water, sterilised and heated, are also used for local applications.

## Plaster—

Plaster casts are used to rest or support wasted muscles. This highly skilled work is carried out in the hospital's plaster room. Many innovations have been introduced by Nurse O'Grady, who is in charge, to make plaster legs or jackets as light and comfortable as possible.

"In fact," she told me, "some patients get so used to their plaster supports that they do not want to give them up."

It is an odd sight to go round the wards and see pairs of plaster legs under the beds, with the toes all pointing neatly in the same direction.

This combination of many forms of treatment, plus rest and good diet, has helped thousands of patients. Some have come from overseas. Visitors, too, come from all parts of the world to see for themselves the old and new methods of treating rheumatism.

## —but no starch

This is a hospital with a tradition—but one without "starch." The atmosphere is peaceful and relaxed. Everywhere, there are flowers from the hospital's own garden; and there is no nonsense about tidy beds all the time.

Even in a short visit, I could see that the ancient waters of Bath still play a livelier, more positive role than that ascribed to them by a visitor to Bath Abbey, who wrote:

"These walls so full of monument and bust,  
Show how Bath waters serve to lay the dust."



1961: Matron takes a close look at a patient's leg in plaster. With her is Nurse O'Grady, in charge of the hospital's plaster room.

1742: Some of the earliest patients at the hospital are examined by Dr. Oliver and Mr. Peirce.



curative establishments in the world: the baths of Bath.

Nineteen centuries ago, the Romans founded "Thermae," centred on a spring of naturally hot water, rich in minerals. Today, that same water, known as the "King's spring," flowing from unknown depths below the earth's surface, still forms the nucleus of "Bath Spa."

## Beggars and biscuits

In 1597, Parliament granted the right to use the baths to the diseased and poor of England. The many beggars attracted to the town became a nuisance—hence the expression, "as bold as a Bath beggar"—because no provision was made to look after them. In the 18th century, when Bath became a fashionable watering-place, "Beau" Nash, its famous "master of ceremonies," started a subscription list to establish a hospital for those who were genuinely ill and had nowhere to go. You can still see his picture in the Pump Room, where people go to drink the waters, with the plans of the hospital in his hand.

In 1742, the hospital, built to a design by John Wood the elder, was opened. It could house 150 patients, though the numbers fluctuated a great deal. Dr.

chairmen did not always go directly to the baths. They were sometimes too drunk to get back to the hospital, so, later, each was ordered to wear a brass disc showing which ward he was from, and publicans were forbidden to serve them. A patient who walked into the town without his badge, and smoking as well, was "severely reprimanded."

Some of these badges, looking rather like horse brasses, still hang in the secretary's room, together with the original plans for the hospital.

I was taken round by the matron, Miss E. M. Abbott, and H. Bond, the hospital secretary, who is a NALGO member. It has been added to since the eighteenth century, but the original building still forms an important part. In the basement is a portion of Roman paving, uncovered when the additions were being made.

## As the Romans did

Treatment revolves round the hot mineral water, with mud packs, and various forms of hydrotherapy, massage, and so on—just as it must have done in Roman times, but with the addition of the latest electrical and rehabilitation equipment.

I watched the patients in the

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# LOOKING AFTER OUR TREASURES

Museums in the south west share money and skill, as **BARRIE PEPPER** reports



AT A TIME when local authorities are rightly being pressed to do more for music and drama, we sometimes forget the service they are giving, day in day out, through their museums and art galleries. These, too, have suffered by the disappearance of the wealthy private benefactor. Their purses are depleted—and many of them are too small to be able to afford to employ technicians to preserve their museum objects and works of art, or to find them enough work to do. Yet there is work that needs doing urgently.

## Strength in numbers

To find out about their problems, and how they can be overcome, I went to the south west, where the first area museum service in the country has been working for the past two years. Twenty local authorities, and 68 museums and galleries, have co-operated in this venture.

The south western group of museums and art galleries, a body of "professionals," first thought about the idea in 1955. It felt that, if a number of otherwise autonomous organisations banded together, they could exchange systems, improve their technical facilities, and be in a stronger position to persuade the government and charitable trusts to make grants.

Two years later, the annual conference of the Museums Association spent an afternoon discussing the plan; and from this came the decision to try a pilot scheme in the south west.

Later that same year, 1957, representatives of local authorities, universities, the Arts Council, and professional bodies, met at Taunton, under

the chairmanship of Sir Mortimer Wheeler, and decided to make a survey of museum resources in the area. The results were presented to a further meeting in January, 1959, when the area museum service was founded, and an area museum council set up.

Particular interest in the project had been shown by the Somerset county council, which agreed to provide the staff needed to carry out the secretarial work. John Hargreaves, an administrative officer in the clerk's department was appointed honorary secretary, and Dennis Parker, a technical assistant in the county treasurer's department, honorary treasurer. Both are NALGO members, and Mr. Hargreaves has been secretary of the Isle of Wight and Cornwall branches, and PRO of the Somerset branch.

It was he who told me of the work the service is now doing. "For the past year," he said, "we have concentrated on conservation. Our aims are, of course, much wider; but we have recognised that the conservation of museum objects and works of art is of primary importance if existing collections are to be safeguarded from deterioration and neglect."

## Aid to come?

The area museum council, Mr. Hargreaves explained, is representative of the local authorities, the south western group of museums and art galleries, Bristol and Exeter universities, and the Museums Association. It meets quarterly, and is financed by grant from local councils. But one of

its aims is to obtain grants from charitable trusts, and it hopes that grant aid will come from the government when the standing commission on museums and galleries has completed a nationwide survey and reported.

## Grants from trusts

Already, three trusts have agreed to make grants:

The *Gulbenkian Foundation* has promised £1,000 a year for three years towards the cost of employing an art restorer, provided that the council will cover laboratory, travelling, and other costs.

The *Dulverton Trust* is giving £1,650 over a three-year period towards the salary of an archaeological technician. (Somerset county council has added £200 a year to this sum.)

And the *Pilgrim Trust* has offered the area council a grant of £850 a year for three years towards the salary of a taxidermist.

So far, only two of the three appointments have been made. The art restorer is already working at the Bristol art gallery, and the taxidermist at the Newport museum. When appointed, the archaeological technician will work at the Somerset county museum, in Taunton.

The three local authorities concerned have agreed to take these technicians on to their staffs for pay, superannuation, and conditions of service, and the area council will repay the whole of the expenses connected with the appointments.

I asked Mr. Hargreaves when

Peter Young, the area's art restorer, does a piece of delicate work on a valuable Gainsborough for the Weston-super-Mare art gallery.

his own interest in museums had started.

"Only when the council decided to give me the job of honorary secretary," he said. "Since then, however, my interest has developed, and I now find the work enthralling."

He went on to tell me of the growing public interest in museums and art galleries.

"I think it is due to television," he said. "People are all too ready to criticise the bad influence of TV, but we forget how some of the better programmes have created new interests for thousands of people. Programmes like *Animal, Vegetable, or Mineral?* and Sir Kenneth Clark's talks on art, have helped to double, and more than double, the attendances at some museums and galleries."

"Has the pilot scheme been a success?" I asked. "We must still give it a chance to prove itself," was Mr. Hargreaves' cautious answer. "But another area service started in April this year—in the midlands; and the north west expects to start one shortly."

## Obligation to public

Before I left John Hargreaves, he showed me a paragraph in the annual report of the area museum council, which summed up precisely the work it is doing:

"It is for those of us who are engaged in fostering the cultural life of the region to make every effort to fulfil our obligation to the public, and properly to safeguard the material in our care."

# Press lords aim at 'harlot's powers'

"IT IS easy for a ruthless totalitarian government to keep news out of those newspapers which are subject to its law," remarks H. A. Taylor in *The British Press* (Arthur Barker, 21s.). It is equally easy, he also makes it clear, for the owners of the British press to do the same: "The traditions of the paper, its political policy, the need of a certain minimum sale, the public interests (and sometimes the tiresome idiosyncrasies) of the proprietor . . . provide touchstones within which the editor and his team must work."

## Propaganda—or profit

Some proprietors run their papers "purely for the purpose of making propaganda," as Lord Beaverbrook told the Royal Commission on the Press; others, like a Cecil King or a Roy Thomson, do so entirely from commercial motives. For both classes, the welfare of the community is a secondary consideration.

Mr. Taylor is a skilful propagandist for leaving the Press more or less as it is. But he admits that it often abuses its powers, and that the occasional gentle reprimands of a body like the Press Council are of little effect.

## Ideals thwarted

The high professional ideals which he commends as actuating his fellow-journalists are of no avail when they can be thwarted by multi-millionaires subject to no such influences.

Mr. Taylor's book is ingeniously written and informative, and should be studied as an expression of the more complacent attitude to this powerful instrument for conditioning our minds.

It serves to remind its readers of Lord Baldwin's dictum: "What the proprietorship of these papers is aiming at is power, and power without responsibility, the prerogative of the harlot throughout the ages."

# SEPTEMBER BOOKSHELF

by LAURENCE WELSH

## Hospital patients who live out

Other things being equal, the more a sick person can live in normal surroundings the easier will be his cure. This is the assumption behind day hospitals, where patients are treated from roughly nine to five, and then go home for the night.

James Darnsdale has looked at 65 of these places, mostly for mental patients and old folk.

## Exciting experiment

In *The Day Hospital Movement in Great Britain* (Pergamon Press, 84s.), he describes the administrative problems of running day hospitals, and assesses their achievements. On balance, his judgment is favourable—"an exciting and promising" experiment in social medicine whose outstanding feature is to use the home as a therapeutic instrument.

Day hospitals may form an important part of the new structure of the mental health services.

# ARCHITECTS vs. CLERKS

FEW NALGO members are above the everlasting battle between laymen and professionals. There is the architect who thinks financial procedures so much red tape designed to hamper him and to bolster up the status of a lot of "clerks"; or the engineer who resents the attempts of a committee clerk to make his technicalities comprehensible to lay councillors. On the other side are administrators who regard all planners as "long-haired" dreamers, or who accuse doctors or lawyers of concealing their ignorance in a thicket of erudite terminology.

## BOOKS RECEIVED

*Megarry's Rent Acts* (9th edition), by Ashley Bramall (Stevens, 5s.). Takes full account of the 1959 Act.

*Rentcharges in Registered Conveyancing*, by T. B. F. Ruoff (Sweet and Maxwell, 37s. 6d.).

*Practical Points on Leases*, by W. A. Leach (Sweet and Maxwell, 50s.).

*A Guide to Précis-Writing* (4th edition), by F. J. Fielden, M.A. (University Tutorial Press, 8s.).

*Social Workers* (H.M.S.O., 8s.). No. 102 in the Central Youth Employment Executive's "Choice of Careers" series.

*Electronic Computers and their use by Local and Public Authorities* (Charles Knight, 1s.).

*Directory of Employers' Associations, Trade Unions, Joint Organisations, etc.*, 1960 (H.M.S.O., 5s. post free).

*Rates in Perspective*, by Geoffrey D. M. Block (Conservative Central Office, 9d.).

*Employees' Guide to Local Government Superannuation* (Charles Knight, 2s. 6d.).

*Lands Tribunal Practice and Procedure and Guide to Costs*, by R. F. C. Roach (Sweet and Maxwell, 25s.).

*Enforcement of Planning Control*, by Harold J. J. Brown (Sweet and Maxwell, 17s. 6d.).

*Guide to the Industrial Injuries Act*, by O. H. Parsons (Labour Research Department, 3s. 6d.).

*The Directory of Opportunities for Qualified Men, 1961* (Cornmarket, 8s. 6d.).

*A Market for Labour*, by D. F. Robertson (Barrie and Rockliff, 3s. 6d.). No. 12 in the Hobart Papers series.

*Social Security in Britain, a history*, by Harold E. Raines (Pitman, 30s.).

*Mental Health Services* (3rd edition), by A. H. Edwards (Shaw, 95s.).

## Calling a truce

Advocates of a truce to all this are two eminent medical men, Dr. A. L. Banks and Dr. J. A. Hislop. The first half of their book, *The Art of Administration* (University Tutorial Press, 12s. 6d.), is a competent if humdrum account of the machinery of central and local government, the judiciary, universities, public corporations, and voluntary bodies with public objects. The second half, which gives its name to the whole, is more original, and tells how it all works and how much better it would work if those employed would appreciate each other's role.

It teaches such morals as: "Don't make scapegoats of 'County Hall' or 'Headquarters' or 'Whitehall' because of one or two mistaken decisions. Don't despise the other man because he lacks your expertise—perhaps his own is just as valuable."

The authors have produced a necessary pill, and made it palatable by their obvious understanding of life as we in NALGO live it.

# JUDY the junior

by

Pow





# MY NALGO DIARY

by Abingdon

## Geordie sayings

"SHE'S A 'flighty faggot,' and her father's a 'Peggy dish-clout'."

If you heard this, would you understand what it meant?

A "flighty faggot" is a female flibbertigibbet, and a "Peggy dish-clout" is a man who does the household chores, whether willingly or not.

This is explained by James Yeoman, former South Shields branch PRO, now retired, in his 32-page booklet, *Shields Sayings* (obtainable from the author, 13 Westoe Avenue, South Shields, Co. Durham, price 5s. 6d., plus postage).

His collection of proverbial phrases and idioms of Tyneside and Northumberland is all the more welcome today, when local dialects are being swamped in uniform B.B.C. or Americanised English.

They're straight speakers round Shields way.

If a man were greedy, he might be described as one who "would pick your eyes out and come back for the sockets"; or, if impertinent and devoid of reason, as "nothing but gob and guts."

## Snap judgment

Did you know that NALGO had a "Postal Photographic Portfolio"? Well it has—and it wants new members from among the Association's amateur photographers. Suppose you become one of them. What do you do?

You contribute one of your photographs to a box which is sent round the circle on a pre-arranged rota. With each photograph is a criticism sheet, on which other members can record their comments.

When you get the box back, you take out your old photograph with its sheet of comments, put in a new one, write your comments on the other photographs, and send the box on to the next on the list.

Several boxes are circulating, and the rotas are staggered so that each photographer gets a box every six or eight weeks. In this way, you can gain all the constructive advice that a group of photographers with similar interests and extensive experience can give.

"In each box," says G. Moses, one of the joint secretaries of the scheme, "there is also a notebook in which we exchange experiences, have heated but friendly arguments, ask for and receive ad-

vice, and even arrange to meet at Conference."

If you are interested in joining—beginners are welcomed—write to Mr. Moses at 65 Railton Avenue, Crewe, Cheshire. The normal subscription is 7s. 6d. a year.

## Golden girl



This is blonde-haired, blue-eyed, Jill Aldrich, Jill, who is 17, is a clerk in the Islington engineer's department. She joined NALGO in June, and wins the two-guinea prize for the prettiest new recruit of that month.

Swimming and touring are two of Jill's outdoor pleasures, but, when indoors, she likes to listen to records or read a book.

## Quick cover

"YOUR BUSINESS," proclaim the big cards on staff notice boards at Harrow, Middlesex. On them, in handy, headline form, members can see just what was discussed by their branch executive committee—the morning after the meeting was held.

This speed-up of communication between the committee and the individual member is an attempt to develop "branch consciousness" in the 300-strong branch.

Departmental representatives are responsible for getting the news on to the cards. Members are told in their lively branch

magazine, *The Arrowlet*:

"If you notice that the card on your notice board is not brought up to date the next morning, inform your rep. straight away... remember that it's news of your business which is being delayed. If you want something raised at the next Exec., you'll see the date of the meeting at the bottom of the card."

## Second mile

A story from Sheffield shows the helpfulness of the local government officer.

Its hero is Mr. Hardy, the assistant superintendent of Burngreave cemetery, and the story-teller an American lady who is tracing her husband's ancestry.

"Mr. Hardy," she told the *Sheffield Telegraph*, "...not only located the grave of my husband's great-grandfather and members of the family, but trimmed the grass, bought flowers, and had photographs taken and sent to us—all out of the goodness of his heart."

## School lore

"Our branch wants to run a one-day school on trade union education—but how should we set about it? Where can we get speakers? What sort of accommodation do we need? Who will meet the costs?"

Questions like these are answered from practical experience in a clear, down-to-earth statement just prepared by the secretary of the Hastings joint committee of branches, George Coleman.

In three foolscap pages, he outlines the several types of subject which one-day schools on trade union education can usefully cover, the members most likely to benefit from each, and the "level" of speakers needed.

Branch secretaries can get copies of the notes free by sending a stamped, addressed envelope (foolscap size) to Alan Proctor, district organisation officer, NALGO, Queens House, 3 King's Road, Brighton.

## Top gear

Riding for England in this month's tour of Czechoslovakia cycle race is a member of the Croydon and West Kent sub-



area electricity branch, 22-year-old Keith Butler. He is an expenditure clerk in Croydon and Purley district of the South Eastern electricity board.

Keith has already had quite a successful season. He was ninth in the tour of Britain (fourth on points classification), won the British 100-mile championship, was first in a number of more local races, and has represented this country in Holland and Belgium. He is a reserve in the world championships in Berne later this year.

Cycling must be in his blood. His father, now a cycle dealer in Guildford, was one of England's leading 100-milers 25 years ago. In 1950, Mr. Butler senior won the national 24-hours' championship, before settling down to groom his son for stardom.

## The youngest?

When the topic of young members is discussed, one of the usual questions asked is, "What are they doing for NALGO?"

One excellent answer comes in a challenge from the Poole and district branch.

"We believe," it says, "that we have the youngest branch magazine editor in NALGO. He is 18-year-old John Foster, and has been in charge of our magazine *Grapevine* since its first issue in May this year."

In addition to offering my congratulations to John for taking on such an onerous task, I'll take a risk and back up Poole's claim.

And if I'm now inundated with similar examples of youthful enterprise, I'll be delighted.

## Cat talks

Like, teenagers in your branch? Man, form a committee! That's what they've done at Warwick—and it works.

There are 17 of these cats in

"Now, don't forget—try to look natural and relax. Ready—we're shooting—now!" The Yorkshire district's film unit is here seen in production of *Today and Every Day*, a film showing how local government affects the daily life of a typical Yorkshire family.

The film forms part of the district committee's new PR policy, and it is hoped that it will be the first of many to present the public services to the public.

The film unit is composed of experienced amateur enthusiasts, who are spending most of their spare time on the project.

Few NALGO film groups can have got off to such a flying start. It was only in November last year that the district PR sub-committee agreed to set up the unit. Since then, the team has considered themes, prepared the script, chosen locations, and is now well on the way to completing the film. The director is B. H. Mountain, West Riding branch.

Local authorities have given their full co-operation

the Warwick branch, and, when the Daddy-O chairman called them to the town hall pad—15 of them got the message. Not that the other two were squares, man—no, they were on this examination thing.

They aim to get hip, although they probably think the branch socials real square. And they'll run some of their own—crazy, man, crazy! Any spare loot will go to the B. and O. jazz.

To cats in neighbouring pads

goes out a real square message—"Come and join us!" But like, man, it's real sincere.

## Honours

At least one more member can be added to those listed last month as having received Birthday honours. He is J. E. Westmoreland, Nottingham's mental health officer, who was awarded the M.B.E. for his services to mental health.

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## Beauty queens

Beauty queens, like flower shows and cricket matches, are part of the English summer scene. And NALGO's pretty members have been doing well! Here are: (left) Eileen Douglas, of Bedlingtonshire, who won her title at the annual Northumberland miners' picnic; (centre) Carol White, Alton and district, chosen as the town's charm and beauty queen; and (right) "Jackie" Eve, of Herne Bay (whose picture is by F. Scrivens).



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## READERS' FORUM

### Was Conference unfair to opposition?

IT WAS reported in the July/August issue of *Public Service* that, in the Conference debate on the financing of local authorities, not one speaker opposed the motion.

This is correct, but it is not the full story. After only one delegate had spoken from the floor, someone moved "that the question be now put," and this was accepted by Conference. The next speaker waiting at the rostrum was a Sheffield delegate who intended to oppose the motion, and there were at least nine others waiting to speak, three of whom had said they, too, intended to oppose.

Unfortunately, Conference reached this decision without allowing any opportunity for both sides of the case to be presented; that is the more regrettable since the N.E.C. had considered the subject important enough to justify a "White Paper."

There is no merit in dealing with all the items on the agenda if issues are decided without proper consideration. To be fair to all branches having motions on the agenda, delegates should give due consideration to the time factor on the first two days, and not limit the annual sprint to Thursday and Friday.

This year, "the question be now put" was heard more frequently than at any other Conference I remember. It is, I think, important that this type of motion should be properly proposed and seconded with delegates giving their name and branch.

And, to ensure that some priority is given to matters that have not previously been debated, I suggest that the agenda committee be authorised to place at the end of the agenda notices of motion on subjects that Conference has made a policy decision about in, say, the previous two years.

Secretary,  
Sheffield branch

J. PREECE

#### "Cost immaterial"

Under the headline "You must still elect a block to the N.E.C.," you quote F. V. Powell as saying:

"This Conference costs us £30 a minute. Why use that time to rehash old arguments? We are satisfied that the present method of election is the best."

Mr. Powell and the N.E.C. may be satisfied, but the fact that this issue has been raised three times in the past ten years surely proves that members are not.

Furthermore, what on earth has £30 a minute got to do with the issue? Conference is a meeting of elected representatives, where questions about which there is sufficiently strong feeling may be thrashed out. The cost per minute of thrashing them out is surely immaterial.

I trust that, if necessary, this question of block voting will be raised again at future Conferences, and that eventually, this undemocratic method of election will be done away with.

DEREK V SMITH  
North Staffs. electricity branch.

#### PRIVATE SESSIONS

##### "Exclude only the public"

As a new member of NALGO, I am amazed at H. W. Foote's opposition (reported on page 21 of last month's *Public Service*) to the suggestion that members who are not delegates should be allowed to stay in the Conference hall when a private session is held.

To contend that 272,000 out of 274,000 are remotely likely

to attend is ridiculous in the extreme.

Mr. Foote should remember that it is the members who make up NALGO, and who foot the bill. The delegates are servants of the members.

All members, and particularly the younger ones sent to Conference by their branches as observers, should be allowed to attend private sessions.

These should not be private to members, but only to the general public.

There have been examples in the past of Communist infiltration, due to the obnoxious habit of private sessions.

I am beginning to wonder if I have done the right thing in joining an organisation which accepts Mr. Foote's view.

R. A. HARDING  
Twickenham, Middlesex

#### MEMBERS ONLY!

##### Health service problem

Your editorial last month suggests that prosecution of the Conference decision that union gains should be refused to non-members is a matter for local negotiation.

This cannot be so in the national health service. Health service Whitley agreements become part of our service conditions only after the Minister says so. If he says that all employees shall be paid so much, whether they are union members or not, then we cannot take local action to prevent it.

Or dare I suggest to him that he applies his notorious veto to those who are not members of unions?

11 Whiteligh Green,  
Plymouth

R. BEUL

#### MISCELLANEOUS

##### "Integration" demanded

We note with grave misgivings the statement at Conference—reported on page 11 of the July/August *Public Service*—that the miscellaneous scales will be "looked at" when the Association's new salaries policy is being worked out in detail.

Does this indicate that we are

to be the subject of the usual makeshift afterthought when the main pay claim is being negotiated?

As loyal NALGO members of many years' standing, we ask for justice and fair play for all. We do not want a new title for "miscellaneous" officers. We demand, as a right, nothing less than the immediate integration of these classes within the Charter and within the framework of any new salary structure.

A. PHILLIPS  
P. BOLLIN

Worcester

The miscellaneous scales are being "looked at" in just the same way as all the other scales are being looked at as the new salaries policy is worked out in detail. There never has been any "makeshift afterthought."

★ ★ ★

#### EDUCATION POSTS

##### Wanted — teacher-training

"... The crucial test of our efficiency as administrators or teachers should be the gain to the child. For this reason, our Association has always insisted upon good teaching experience as requisite qualification for intending administrators in the education service of a local authority..."

The Association referred to is the Association of Education Officers, and that is an extract from the first paragraph of this year's address given by its president, Mr. Ernest Barnard. As far as I know, it is the first clear statement of the A.E.O.'s policy—and it is hardly likely to encourage those who are trying to qualify by acquiring the DMA.

This problem of the highest posts in education departments has now been with NALGO for something like 30 years; yet the A.E.O. holds the Charter provisions in complete contempt.

Since we are unlikely to get the A.E.O.'s policy changed, I suggest that NALGO should at once demand that any officer who secures entry to a teacher-training course or to a university, with the ultimate intention of gaining the teaching experience needed to equip himself for a senior education post, should be granted automatic secondment on full salary, plus fees and other necessary expenses.

J. I. STOCKTON

23 Ridgeway,  
York

The Association of Education Officers has always followed this policy, and, for many years, NALGO has tried to get it altered, but without success. There is no

## Heartbeats for Celia!



"A galaxy of handsome specimens of the male sex" demanded "Celia," in our June issue. From "The Heartbeats," of the city sewage department, comes this picture, with an explanation in verse:

Nine little NALGO boys, sitting on a wall,  
Thinking, "We're the answer to Miss Celia's call."  
"Give us handsome men," she pleads... and so  
we've done our best.  
(It also was a good excuse to have a little rest.)  
Young lads are we, as you can see,  
With ages quite near twenty-three;  
And, when your hair is not so thick,  
Dark glasses help to do the trick.  
By far the best, with golden locks  
Is Pete, behind the Brownie Box.  
So take your pick, no hesitation...  
Phone numbers sent on application



## Blackpool debates . . . teacher-training plea . . . working abroad . . . payment for odd days

question of automatic secondment to enable the administrative officer to take a teacher-training course; but employing authorities have wide powers to assist officers to gain appropriate training and experience.

### ★ ★ ★ EMPIRE EXCHANGE Is it worth it?

Some time ago, a colleague of mine went to work in a New Zealand city library to gain experience, but without intending to emigrate. Surely, this kind of thing should be encouraged.

But is it?  
She found that she had to rush back to England within 12 months in order to preserve her pension rights. And, even then, she found that she had lost the three additional days' leave given to officers who have ten years' local government service. Her time in New Zealand broke her qualifying service, and she will have to accumulate ten more years of unbroken service before she gets the additional leave again. Thirty days' leave lost!

If we mean anything by public service and the Commonwealth, there should be arrangements for staff to transfer easily between authorities, not only in this country, but anywhere in the Commonwealth.

We need to make a start at building a Commonwealth public service, so that real service can be given to our ideals—and not just lip service.

Central library,  
Esher

D. L. BROWN

### ★ ★ ★ APPLYING FOR A JOB "We shared a chair"

May I offer another example of how some public authorities treat applicants for posts?

The sort of difficulties described in previous issues of *Public Service* do not arise only in connection with junior posts.

Not long ago, I was interviewed for a £1,800-a-year job with one of the services covered by NALGO. The interview was 55 minutes late starting,

and I had to wait in a typists' office where two typists were working very hard. When another applicant arrived, we took it in turns to sit on the one chair provided.

In the middle of my interview, the chairman left to keep another appointment. And, afterwards, I was told to write in for my expenses.

Three weeks later, I was told the result, and, after a further fortnight, my expenses (about 12s.) were paid by an "account payee only" cheque.

The interview was fair and was conducted courteously, and I have no doubt that my application received every consideration.

But I am not too sure that an organisation which treats its prospective employees with such scant respect deserves to get the staff it needs.

W. WALSH

39 Chestnut Avenue,  
Tunbridge Wells

### Unnecessary references

In "Viewpoint" (*Public Service*, June), the writer asks, "Why does another department of the same authority need outside references?"

My question is even more pertinent: "Why does the same department sometimes ask for them?"

In ten years in my department, I have been lucky enough to be promoted three times, and, on each occasion, I have had to go through the full ceremonial of submitting the names of referees and being interviewed by the committee. The references have, in fact, been taken up.

If a department does not know its own staff, does it know anything?

D.M.A.

### ★ ★ ★ ODD DAYS' PAY Five-day week injustice

A member who recently left the service of our local gas board was paid only just over half a week's money for four-fifths of a week's work.

How could this happen? Be-

cause this board, like a number of others, pays for odd days of leave, which remain to an officer's credit when he leaves the service, at the rate of 365ths of his annual salary—taking no account of the fact that he may be working a five-day week. Many local authorities adopt the same practice.

An example shows how much an officer can lose. Suppose that his salary is £720 a year, and that he has four days' leave "in credit." He will get only 4/365th of his yearly salary, instead of 4/5ths of his weekly salary—only £7 17s. 8d., instead of £11 0s. 8d. He loses £3 3s. 0d.

There have even been cases where officers with five days' leave due to them have been paid only 5/365ths for what is, in fact, a full week's work.

Inquiries have shown that, in the gas industry, there is no national agreement about this—only an "understanding" among the employers.

I realise that odd days of unpaid leave are calculated on the same basis; but it is hardly fair to rob a departing Peter to benefit a problematic Paul. The balance is well in favour of the employers—which is why they have adopted this basis of calculation.

I suggest that this basis is incorrect in the light of five-day week working. Calculation of weekly amounts should be on the basis of 7/365ths; but, in the case of odd days, the basis should then be 5 for officers working a five-day week, and 5.5 for others.

This would be more in accordance with present-day methods, and not unfair either to officers leaving the service or to those taking odd days of unpaid leave.

J. GARDNER

23 Lea Crescent,  
Newbold on Avon, Rugby

The apportionment of salary in the circumstances mentioned has not been discussed by the National Joint Council or by NALGO's national gas committee. There is no record of difficulties having been reported. If Mr. Gardner wants the matter discussed, he should raise it with his branch, whence it can be dealt with by the service conditions machinery.

### VIEWPOINT

## Let's fill this 'shop window'

MORE CIVICS should be taught, to help fight vandalism. There should be more co-operation between local authorities and the press, so that ratepayers are better informed about local government achievements. Officers and councillors should be more publicity-conscious: a lot of ill-informed criticism, which reaches its peak when rate demands are issued, is due simply to ignorance of how public money is spent.

### So much lost

All true—and NALGO members are doing excellent work on these lines. But what happens afterwards to their charts, models, photographs, diagrams, reports, and press features? How much of this valuable material is scattered about in departmental files and cupboards, stored in reference libraries, or, worst of all, lost or destroyed?

Yet how effectively this publicity material could be used, if only a room in some convenient part of a public building could be set aside for its display. Local government needs such a permanent shop window, just as much as any large industry or individual business.

The display would have to be

changed from time to time, and there is no reason why the parks department and local school of art should not be asked to help keep the "shop window" fresh and attractive.

Striking visual aids to good public relations could include pairs of large photographs showing a street or district before and after reconstruction—for example, an area previously industrial wasteland or a refuse tip and now a public park or a factory site.

Photographs of unusual corners of the town arranged as a quiz always arouse interest. So does anything showing how visitors to the district appreciate its amenities, which they see with a fresh eye.

### "Don't cram it"

Teachers and children should be encouraged to use the exhibition room for information, and for ideas for school projects. Parties from local schools could be invited to hear short talks there.

It is important not to cram too much into the "shop win-

dow," and everything used should help to tell the local government story. A good idea would be to adopt the topic method, with individual departments taking turns to arrange a display.

All this, of course, demands initiative and enterprise. But these qualities are far more abundant in the service than is often realised, even by NALGO members. And the effort involved in keeping the public informed would be well worth while.

### Fruitful service

The problem of storing exhibition material removed from the "shop window" is easily solved. It could be lent to schools for use in civics and current affairs lessons, or for exhibiting in assembly halls. During the 12 years I worked as a teacher, my colleagues and I would have valued such help. This kind of service could prove very fruitful.

It is high time that more councillors and local government officers worked together to interest the public in a shop window that has been empty and neglected far too long.

S. A. MANNING

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# HOW WOULD YOU LIKE TO BE A PINK ELEPHANT?

## NAXOS stirs up the Honours List

DECORATIONS is no a subject I get fussed about. I won (nor shall win) no medals for bravery, although I am entitled to sport the Italy Star which I got through being in a Yugoslav liaison unit serving in Greece. But the subject has been banded about of late, and a few words from me might serve to exacerbate the aggrieved, stimulate the lethargic, and generally stir up a deal of mud and misanthropy.

The crux, hub, nub, or nucleus of the matter, its very heart and plexus, is that we in local government don't get much of a look in the Honours Lists. This can be proved by means of statistics or honesty. The vulgar, among whom I do not count myself, say that if you can't stop a racket, then get in on it. Not that I, a solid stolid supporter of the Establishment, would classify the Honours List as a racket. Yet the same choice is there—either we muscle in on it or we play it down, sour-grapify it.

If we plonk for muscling in, I have no doubt we could do it. Pressure groups, PROs, publicity, perseverance, persistence, and push, plus all the panoply of present-day propaganda, make it perfectly possible. But do we want it?

### Credit—or cash?

There is satisfaction in serving the public, but, brother, what is the real purpose of your everyday attendance at the Town Hall?—simply to earn your living. Some of us have nice little local titles already: Borough Treasurer or Town Clerk; Medical Officer of Health (what else could he be Medical Officer of?). You get a little (a little) respect from your friends and neighbours, but less cash than a straight account-

ant or solicitor in some ordinary outfit, or a GP. Would you not prefer, with old Khayyam, to "take the Cash, and let the Credit go"?

Already, with my petty local title, I am embarrassed in chaffing with local tradesmen. What if I were a sir, a bart, an hon, a lord? Do honours and income go together, or might we be denied an upgrading on the grounds that we might expect an ABC or an XYZ instead in the next list?

Aside. A waggish bishop, replying to a simple Reverend's complaints that most of his colleagues were Very Reverends, Right Reverends, Most Reverends, offered him as a palliative the Rather Reverend.

### Playing down

If we decide to play down this Honours business, we have bags of material. Lots of prosperous countries have no ranks at all (although all American war films end with a medal for the hero). We have a prominent peer battling hard to preserve his commoner status. The Rating and Valuation Bill is a prosaic enough subject, God wot, and its second reading surely a job for a plain mister. Perhaps you shared my sense of embarrassment on finding it presented in the Upper House, in however efficient and charming a manner, by a belted Earl.

But the trouble is, once you start on this line, where to stop. For instance, most chaps are not really esquires, but we give it to them on rate demands (we revert to plain mister at the summons stage). A knighthood is

surely a military rank, and should have no place in a Civil Honours list.

If words mean anything at all, it simply isn't true that one worships the Mayor—respect is as far as one can go. The British Empire (to my personal regret) was abolished some years ago, but people still aspire to membership of the Most Excellent Order of the same.

### Fancy dress

Many of the higher-faluting honours would not bear the cold scrutiny of logic, but they might be acceptable even to me if they were conferred spontaneously by the Sovereign. But, once they are counted upon, sought after, compared with—whether Smith should have the Order of the Pink Elephant second class because Jones got an OPE third class—then tolerance wears thin.

One cannot resist extending this line of thought to the fancy-dress affected by mayors and lawyers. Chairmen of rural and urban districts and county councils do just as well as mayors, without the trappings. Wigless engineers, doctors, accountants are just as effective as lawyers who continue to sport this ridiculous relic from the Age of Reason. The Lands Tribunal, which is not lacking in powers of ratiocination, does very well without it. Humbug and hoodoo. Time we chucked it.

Don't tell me it is good for the tourist trade, like Beefeater's ruffs and Helston folk-dancing. It might help the tourist trade if I stood on my head in a grass skirt in Trafalgar Square, but I don't intend to do it.

I look forward to the next Honours List. I confidently expect to receive the Order of the Iconoclast, Third Class.

## Prize Crossword for members

Compiled by J. R. MARTIN (Southampton)

Two prizes of one guinea each will go to the senders of the first two correct solutions opened. These must reach The Editor, Public Service, NALGO House, Harewood Row, N.W.1, not later than September 25, 1961.

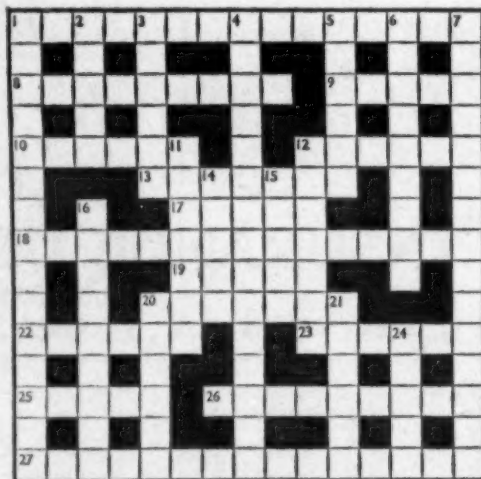
Write your name, address, and branch on the coupon in capitals, and send it with your entry in a sealed envelope marked "Crossword No. 7" (3d. stamp). Members only should enter. Winners' names will be published in the October issue.

### ACROSS

- Everyday questions in running the Electricity Board? (7, 8)
- Morons act in a confused way to become lone rulers (9)
- Club personnel (5)
- Put in (6)
- A set of seven (6)
- Loud noise below after the start (7)
- Messenger from a different angle (5)
- Delivery instruction is more lightly clad after a manner of speaking (9, 6)
- A ridge around us for shelter (5)
- Light case (7)
- This young bird fits a golfer's triumph to a T (6)
- An element of direction to hatred (6)
- Supporters of the inanimate (5)
- Swing is slow to follow tangled coils (9)
- These paces never lead to progress (10, 5)

### DOWN

- One to engage to be prolific before the end of the month? (9, 6)
- People may get on edge in these places! (5)
- Guard found in a sector (6)
- Setting sail is disconcerting to a tailless seal (7, 3, 2, 3)
- Disperse the bruise to become more actively employed (6)
- Force from the cape shows precision (9)
- Take refuge in a Biblical book for collective security (6, 2, 7)
- Its origin was a Champion question! (4, 3)
- Prophets get the pounds in for merchants (7)
- Harmony in the workhouse (5)
- Impenetrably stupid (5)
- Travelling to the U.S.A. and degenerating (5, 4)
- Releases an invitation to set out (4, 2)



- The head joins little Leslie for Lord! (6)
- Produced by one good at figures (5)

Winners of crossword No. 6 were: N. F. Druett, Oxfordshire, and T. B. Pollard, Fleetwood.

The solution was: Across: 1. Protasis, 5. Spasms, 9. Skylight, 10. Struts, 12. Trepan, 13. Eclipse, 14. Stridulators, 16. Marmoreaceous, 21. Nominal, 22. Aliquot, 23. Income, 24. Sinapism, 25. Nodule, 26. Unsettle. Down: 1. Posits, 2. Oxymel, 3. Alicant, 4. Inhospitable, 6. Patella, 7. Sculptor, 8. Sisters, 11. Rejuvenation, 15. Grimaced, 16. Mantian, 17. Oenomet, 18. Usitate, 19. Nudist, 20. Stymie.

## AT RANDOM

### Overheard

"Just my luck if we have a one-day strike on my day off."

### Postbag

Card from colleague: "Having wonderful time. Chief on holiday."

### Tact

"After my marriage, I taught a class of backward children in a county primary school. I feel I have had the right kind of training and experience to understand your problems."—From a municipal election address.

### Emergency

Reader to librarian: "Have you a book on pest control? I'm expecting the wife's mother."

### Safety slogan

Give our children a brake.

### Golden gimmick

A town in Ontario has crowned its Garbage Can Queen, and given her a civic reception. She has also been awarded a golden dustbin.

### Definition

Rural belt: a slap round the kisser in a cornfield.—Cardew Robinson.

### Cry havoc

"Our town crier must have left home in a hurry this morning. He's swinging a baby's rattle instead of a bell."

### Control yourself

"Please do not throw this bridge in the river. By order."—Notice on an old bridge in a Wiltshire village.

### Parting shot

The librarian told his departing assistant: "Have a good holiday—but don't forget you're due back in a fortnight."

### Off beat

Entertainments officer: "I understand that the city police band will be supplying some beat music."

### Sow what?

"This has been a particularly bad year for wild oats."—Bulletin of Warwickshire agricultural executive committee.

### As others see us

"The lofty officials who sit in town halls like gods together, careless of mankind."—Daily Telegraph.

### Siesta

Chief officers should set part of each day aside for meditation; and try not to snore.

### Staff report

"Jones completely lacks self-confidence, which shows good judgment."

### Mixed

"Draughtsman with City and Guilds certificate in concrete, three years' experience, seeks appointment."—Advertisement.

### Truly rural

"The burial ground is an integral part of village life."—Speaker at parish council meeting.

### Quote

"Public life is full of voluble windbags."—Bernard Shaw.

## 50 years ago

From NALGO's Journal, September, 1911

We must not be passive, but active, aggressive, alive. There is greater need now than ever for a large measure of solid common sense. Do not let us fritter away any more time in altering rules and in tinkering with the constitution; but let us prosecute with ceaseless energy the objects for which we exist. We are now a great force, and we must not become derelict for want of direction. We have passed the novitiate stage, and what is expected from us now by the rank and file is an outflow of supreme wisdom, a display of true genius in dealing with the problems of municipal service.

The future is bright with promise, if we only recognise that unity is strength, and endeavour to crowd into each passing year all the good work of which we are capable. Given these conditions we shall more than justify the necessity for our existence, and also produce prolific fruitage.

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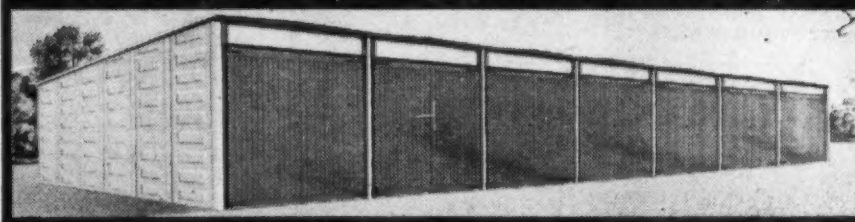
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## POETS OF PAY

Our June competition revealed the master-parodists among readers

### COMPETITION RESULTS

TO CAPTURE, in eight lines, the essentials of a poet's style, and, at the same time, to comment on NALGO's new "look ahead" pay policy. That was the improbable challenge presented to Public Service readers by the "Pay and poetry" competition which was set in the June issue.

Their response was masterly. Masefield (the most popular), Eliot, Betjeman, Patience Strong—all were splendidly parodied by competitors who went on to show that they knew their Association as well as their anthologies. A solitary Ogden Nash defied comparison. Only Dylan Thomas defeated the daring few who tried to turn his lyricism to the base purposes of propaganda.

#### More prizes

So high was the standard that the editor was persuaded to increase the prize-money from three guineas to four-and-a-half. A guinea each, then, to John Hallas, David Oglesby, and Alan Stewart; and half-a-guinea each to D. Jones, Mrs. Edith K. Layfield, and Miss A. E. Giles.

#### T. S. ELIOT

"The Look Ahead Song of J. Alfred Blackcoat"

In the room the Council come and go,  
Talking of increased rates and "status quo":  
"Kennst du das Kosten Raten?"

I do not think they will pay more to me.

And yet perhaps there will be time  
For a hundred indecisions and excisions,  
And a counting out of spoons for office tea  
Before a whisper of redundancy.

JOHN HALLAS (Manchester area health services)



#### JOHN BETJEMAN

"Looking Ahead"

Entombed within high-ceilinged buildings,  
Crushed by cream-distempored walls,  
Puffing at their Churchmen filtered,  
Clerks in pseudo-Gothic halls—

Hands in Alexandre pockets,  
Tinkling remnants of their pay,  
NALGO-eyed, are looking forward  
To the dawn of Increase Day.

DAVID OGLESBY (Grimbsy)

#### PATIENCE STRONG

"Look Ahead"

If we could only "look ahead" and feel that, on the way, our work and efforts nobly done would yield us fairer pay, we'd forge ahead and give our best to meet official needs, and so advance with N.E.C. who "look ahead" for deeds. In this our transient lives so filled with "daily grind and round," our interests and ambitions are with duty strongly bound, so we just work and live and strive and sigh, whilst we "look ahead" and keep our hopes set high.

EDITH K. LAYFIELD  
(Burton-upon-Trent)

#### JOHN MASEFIELD

"The call of £ s. d."

I must have a rise in salary, a rise which must satisfy,  
And all I ask is a lump sum and a bank to lay it by.  
And a pass book and a cheque book, my account not breaking,  
And economy in the right place, and councils waking.

I must have the money from Whitehall, which hacks at  
our pay like a knife,  
And all I ask is a gains tax, channelled direct to my wife,  
And a Town Hall, and a sports field, and around it lying,  
Officials basking in the sun, and the teachers sighing.

D. JONES (Rawtenstall)

#### JOHN BETJEMAN

(After "Sun and Fun")

We're going to be important. What a marvel!  
All the folk will touch their hats to me, and you.  
When we mingle on a bus, then some pop-eyed, knowing cuss  
Will say: "He's a townhall wallah. What's he do?"

There's jam we're told (we hope) for us tomorrow,  
With lots of money, status, and the sequel—  
(Though still bogged with under-staffing, we must pause  
to burst out laughing)

—We'll be calling our bank manager our equal!

MISS A. E. GILES (Brighton)

#### OGDEN NASH

About the new pay policy I am as thrilled and enthusiastic  
As Dame Margot Fonteyn about loose elastic;  
Because when they want you to look ahead you can be sure it's to raise  
your mind over matters topical—  
Such as how to meet the outgo of your income microscopical.  
And, goodness gracious, that stuff about salaries adequately reflecting the  
officer's status  
Is bound to make the ratepayers, upon reflection, hatus:  
But then I prefer inst. to prox. or hand to bush and have strange tastes  
for things that to the N.E.C. might seem undignified and funny—  
Like instant money.

ALAN STEWART (East Cleveland)



### RUTHLESS RHYMES for CALLOUS COLLEAGUES

Set by

Stanley A. Holland  
(Birmingham)

Cheerfulness in the face of adversity is supposed to be a virtue. But what about other people's adversities? Harry Graham's famous "Ruthless Rhymes for Heartless Homes" revelled in these. For example:

I had written to Aunt Maud  
Who was on a trip abroad,  
When I heard she'd died of camp,  
Just too late to save the stamp.

Prizes totalling three guineas—to be awarded at the editor's discretion—are offered for the best ruthless rhymes (limit four lines) about the misfortunes of any colleagues in the services covered by NALGO.

Entries, giving name, address, and branch, must reach Public Service, NALGO House, Harewood Row, London, N.W.1, by September 28. Results will be announced in November. The editor's decision is final.

### OBITUARY

## A tribute to Tom Kershaw

Many members will have read with regret our stop press announcement in June of the death of Tom Kershaw, NALGO organiser for the Metropolitan district from 1934 to 1948 (and for the Eastern district as well until 1940). He was a fine colleague, a skilled negotiator, and a hard worker who gave the best years of his life to NALGO.

He joined the staff in 1932, after 20 years' active membership of the Manchester Guild, and played a leading part in the establishment of collective bargaining. Between 1937 and 1940, he formed three Metropolitan Whitley councils and was staff secretary of each, as well as of the older London district council, and, for some years, a member of the local government National Joint Council.

He was one of a small band of officers who kept the association going during the war years, working from his home when his office was bombed. After the war, he recruited thousands of electricity company employees into the Association.

The stress of these years led him to accept, in 1948, the appointment of staff officer with the London Electricity Board, from which failing health forced him to retire in 1959.

#### District secretary

We also record with regret the recent deaths of:

John Anderson, a member of the Glasgow branch and a past secretary of the Scottish district committee. He was the principal administrative officer in the assessor's department. His service to his branch included the office of editor of *The Civist*, vice-president, and chairman of its executive. He was 61.

Raymond J. Guy, of the Berkshire education department, who for 14 years had been bursar of the teacher training college at Easthampstead Park. Mr. Guy entered local government in 1930. He died suddenly at 45.

J. M. Moore, of the Stafford borough treasurer's department. Mr. Moore was a member of the West Midlands district committee for many years, and had been secretary and treasurer to his branch. He was secretary of the local joint PR committee.

Philip Soans, chief accountancy assistant in Lowestoft borough treasurer's department, where he had served since 1931. Mr. Soans, who was a member of the branch executive, was only 46.

### MILESTONES

## CYRIL NEWMAN SAYS GOODBYE

A PAST President, who was a member of the N.E.C. for 18 years, and who served in local government for 34 years, retired on August 27. He is Cyril J. Newman, town clerk of Exeter since 1930, and NALGO's President in 1947.

Few members have had a record of service to the Association to equal Mr. Newman's. He joined NALGO in 1927, on being appointed assistant solicitor with Exeter corporation. The next year he became a member of the branch executive committee, and later the same year, its vice-chairman. A year later, he became chairman.

In 1930, he was branch president and, the same year, vice-chairman of the South Western district committee. In 1932, he was elected district chairman, a post he held until 1945.

He joined the N.E.C. in 1935, and served on its finance and general purposes, public relations, and education committees, becoming chairman of the latter in 1942. He was chairman of the Council from 1951 to 1953.

In addition to his NALGO record, Mr. Newman also held the offices of president of the Society of Town Clerks, and president of the Society of Clerks of the Peace.

#### Former N.E.C. men

Two other former members of the N.E.C. retired recently. They were F. C. Corbishley, who was on the Council for 13 years from 1945, and J. Y. Fawcett, who served for 19 years from 1941.

Mr. Corbishley, who was head of the secretarial section of the city treasury, York, had completed all but 51 years in local government. He started as a junior clerk in 1910, at a wage of 4s. a week. For 18 years, he was the secretary of the York branch of NALGO. He was a founder-member of the York staff joint committee.

Mr. Fawcett was chief cashier of South Shields corporation, and served 47 years with that authority. He has been prominent in NALGO since 1926,

and has been secretary, chairman, and president of his branch, and secretary of the North Eastern district committee. One of his particular interests was the Benevolent and Orphan Fund, and, from 1953 to 1956, he was vice-chairman of the B. and O. fund committee.

#### 50 years plus

Good wishes go also to the following members who have retired recently:

W. P. T. Catchpole, administrative officer of the Sheffield chest clinic for the past 40 years, and a NALGO member for more than 50 years. Mr. Catchpole was a founder member of Sheffield health services branch in 1950, and has been its president and vice-president. He has also served on the East Midlands district committee, and been a Conference delegate many times. The branch hopes to retain his services as Benevolent and Orphan Fund secretary.

F. Edwards, clerk of Esher urban district council since 1934. Mr. Edwards had spent 50 years in local government. He joined NALGO in 1911, and was branch secretary and a representative on the Metropolitan district committee. He has also served as branch president.

A. W. Lee after 49 years with the Northamptonshire county council. He was an original member of the Northampton town and county branch, formed in 1918. He was assistant secretary for the county section from 1940, and became treasurer of the county branch in 1946, a year after it was formed.

T. D. C. Rosser, chief clerk in the highways department of Holland county council, after 48 years in local government and 38 with his own authority.

S. Toplis, founder member of Gainsborough branch, who has been more than 40 years with Gainsborough urban district council. He has held office in the branch for the past 25 years.

## The latest news about the 'birth' pill

There has been a lot of publicity lately about 'birth' pills—but do you know the facts about them? During the development and testing of these pills a lot of valuable facts have emerged—about the effectiveness of the pills, the possible side-effects, how and when they should be taken, how much they are likely to cost. If you would like to have the latest information about these pills, you will find it in the free booklet entitled "Modern Family Planning". Sensibly written in simple language, this booklet sets out to explain all that married people need to know about all the various family planning methods. It can answer all your questions, relieve your anxiety—and contribute a great deal to the happiness and harmony of your marriage.

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## Pay freeze

## MEMBERS' GROWING ANGER

(continued from front page)

breaking the assurances given to NALGO by the Ministry of Labour in 1958, when the Industrial Disputes Order was revoked, and violated one of the fundamental principles of collective bargaining.

The committee therefore supported the N.U.T.'s proposal and agreed to send four representatives — Messrs. Nortrop, Bingham, and Ashton, with the general secretary—to the conference called by the N.U.T.

It also agreed to meet after that conference and as often as the situation required.

## TV interviews

Mr. Nortrop and the general secretary explained the committee's decision at a press conference and in television and radio interviews.

Mr. Nortrop told the press that letters from branches had shown a growing anger among members over the unfairness of the government's plan to freeze the salaries of public servants. NALGO members had shown most restraint since the war, had suffered most severely from rising prices, and had not shared in the greater prosperity enjoyed by industrial workers.

## "Strike unlikely"

NALGO now had the right to strike, he said, but it still believed in persuasion and retained its responsible approach. It was unlikely to use the strike weapon to enforce its claims and would never do so without consulting its members.

It hoped that the government would recognise the injustice of applying its policy to public servants and it was ready to join with all other public service unions in persuading it to do so.

## COST OF LIVING

The cost of living index on July 18 (taking January, 1956, at 100) stood at 114.6, the same as at June 13. On the old basis (taking January, 1947, as 100) the figure is 176.

## 500 essays on service



"I wish more schools would take part," said Sir Alfred Owen, chairman of Staffordshire county council, when he presented the prizes in the Staffordshire county branch's second schools essay competition. He is seen here handing over the "Sir Alfred Owen Shield" to this year's winner, Robert Burgess of Tipton grammar school. In the centre is branch president, E. V. Thorpe. The competition is open to all secondary school children in the county, and, this year, attracted more than 500 entries. It aims to foster interest among school children in the work of their local councils and of local government officers.

## They're health and beauties

If only the Prince Regent could have seen this attractive group strolling past his Royal Pavilion, how delighted he would have been. All six girls work in the Brighton health department, and their photograph has been sent to us by the medical officer of health, Dr. W. S. Parker. "They were selected on ability," he insists. "It's only a coincidence that they're all so charming."

From left to right, meet Pauline Cruse (clerk, maternity and child welfare and chiropody appointments), Jane Barrett (clerk, maternity and child welfare), Susan Martin (infectious diseases section and polio appointments), Margaret Jeffery (wages clerk), Joan Borer (shorthand-typist, mental health section), Teresa Kent (inquiry clerk).



## Youngsters picture you at work

A DRAMATIC picture of an accident, showing the ambulance service in action, won first prize in a recent civics art competition. The contest was organised by the East Midlands district committee which challenged young citizens to show that the public services were not dull and uninteresting.

More than a thousand entries were received, and the judges, Jack Longland (director of education, Derbyshire), E. J. Laws (art director, Nottingham Castle Art Gallery), and Ray Evans, NALGO's president, were so impressed that a selection of the finalists' work was displayed in the Nottingham Art Gallery in July.

The competition was organised through the schools in the 12 local areas, and 11 to 17-year-olds were asked to depict some aspect of local government or nationalised service.

The most popular subjects were refuse disposal, hospitals and clinics, police and fire services, and roads. There were several abstract paintings.

The first prize went to Margaret Alldridge (aged 17) of Long Eaton; the second, to Terry Potter for "The Police"—a strangely lighted and realistic night patrol scene; and the third, to 13-year-old Gordon Toulson of Boston, for his "Drainage Works."

## TV publicity

The competition aroused great interest in the local press, with publicity for NALGO's enterprise and its interest in young citizens. The chairman of the district public relations committee was interviewed in a radio programme, and the exhibition of finalists' work was later shown on B.B.C. television's Midland news. It is to be seen at other places in the East Midlands and in Yorkshire.

Although sponsored by the district committee, this was a joint enterprise, with several of the larger branches sharing in the organisation.

## Learning how to be an administrator

WHEN this journal went to press, more than 80 local government officers were taking part in NALGO's summer school for examination candidates, at Downing College, Oxford.

This month, even more will attend courses on administration and management at Trinity, Cambridge — from September 21 to 28. There are still a few places available.

The popularity of these latter courses was demonstrated by the presence of 58 students at an experimental course for committee clerks, originally planned for 20, in June.

Since students would have experience of different departments and committees, the course had to deal with what was basic to the work of all committee clerks. Each was given NALGO Correspondence Institute notes to study before coming, so that some knowledge of the law and practice could be presumed.

## Taking the minutes

In addition, each student was asked to supply a set of his committee papers (with the approval of his clerk) beforehand. This brought in much useful material.

For training in minute-writing, the students were divided into sub-committees of the "Residential Training Courses Committee," ten in each. Each sub-committee was asked to consider two items dealing with the running of residential courses, half of the members taking minutes for one item and half for the other. The best set of minutes from each group was considered at the full meeting of the "committee," and at the end of the course.

The techniques of report-writing were also studied. As a practical exercise each student prepared a report on a subject

such as the effect of the new Act covering admission of the Press to meetings of public bodies. The best were reproduced, circulated to all students, and criticised by the tutor.

## Social work

A further 51 students attended a parallel course for social workers and social administrators. They worked together for some lectures and discussions and then parted to follow-up a question from their own angles. This was the first real development in the social service field of a policy NALGO's education department has been trying to carry out for the last five years — to encourage members to understand the problems of colleagues in other departments.

Mrs. M. E. Chapman, organiser of the old people's welfare committee of the Woolwich Council of Social Service, told the National Old People's Welfare Council, which sent her:

"The syllabus was packed, but it would have lost much of its value had it been otherwise. The case study groups were both stimulating and informative."

## Employers paid

Of the 109 students at the school, 106 — three of whom were from the health service — were financed by their employers, most of them in full.

This is a record for a NALGO course, and demonstrates the increasing interest local authorities are taking in the work the education department is doing.

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